

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis bagaimana lingkungan kerja pegawai, motivasi kerja dan kinerja pegawai serta untuk mengetahui bagaimana pengaruh parsial lingkungan kerja terhadap kinerja pegawai, bagaimana pengaruh parsial motivasi kerja terhadap kinerja pegawai, dan untuk mengetahui bagaimana pengaruh simultan lingkungan kerja pegawai dan motivasi kerja terhadap kinerja pada pegawai pengadilan agama kabupaten karawang. Penelitian dilakukan menggunakan metode kuantitatif. Jumlah sampel sebanyak 40 orang dengan menggunakan pengambilan sampel jenuh. Metode pengumpulan data menggunakan kuisioner yang tersebar kepada responden. Alat analisis yang digunakan yaitu Analisis Regresi Linear Berganda. Penelitian ini menunjukan hasil pengujian parsial antara lingkungan kerja dan kinerja pegawai dan mendapatkan nilai t hitung 2,155, nilai t tabel 2,021 dan nilai signifikansi sebesar $0,038 < 0,05$ maka dapat disimpulkan bahwa terdapat pengaruh parsial antara lingkungan kerja dan kinerja pegawai secara signifikan, selain itu hasil pengujian parsial antara motivasi kerja dengan kinerja pegawai menunjukkan hasil t hitung 3,475 nilai t tabel 2,021, dan nilai signifikansi sebesar $0,001 < 0,05$, maka dapat disimpulkan juga bahwa terdapat pengaruh parsial antara motivasi kerja terhadap kinerja pegawai secara signifikan, dan pengujian simultan antara menunjukkan nilai F hitung 12,649, F tabel 3,245, dan nilai signifikansi sebesar $0,000 < 0,05$, maka dapat disimpulkan secara bersama sama lingkungan kerja dan motivasi kerja memiliki pengaruh signifikan terhadap kinerja pegawai.

Kata kunci: Lingkungan Kerja, Motivasi Kerja, Kinerja Pegawai.

ABSTRACT

This study aims to find out and analyze how the work environment of employees, work motivation and employee performance and to find out how the partial effect of the work environment on employee performance, how the partial influence of work motivation on employee performance, and to find out how the simultaneous influence of employee work environment and work motivation on the performance of the employees of the Karawang district religious court. The research was conducted using quantitative methods. The number of samples is 40 people using saturated sampling. Methods of data collection using questionnaires distributed to respondents. The analytical tool used is Multiple Linear Regression Analysis. This study addresses the results of partial testing between the work environment and employee performance and obtains a t-value of 2.155, a t-table value of 2.021 and a significance value of $0.038 < 0.05$. It can be concluded that there is a partial effect between the work environment and employee performance significantly, in addition the results of the partial test between work motivation and employee performance show the results of t count 3.475, the value of t table is 2.021, and a significance value of $0.001 < 0.05$, it can also be concluded that there is a partial effect between work motivation on employee performance significantly, and simultaneous testing between shows the calculated F value of 12.649, F table 3.245, and a significance value of $0.000 < 0.05$, it can be concluded that together the work environment and work motivation have a significant influence on employee performance.

Keywords: Work Environment, Work Motivation, Employee Performance.