

ABSTRAK

PENGARUH LINGKUNGAN KERJA, DISIPLIN KERJA, DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI DI KANTOR KECAMATAN BANJARSARI SURAKARTA

Penelitian ini bertujuan untuk mengetahui pengaruh Lingkungan Kerja, Disiplin Kerja, dan Motivasi Kerja Terhadap Kinerja Pegawai Di Kantor Kecamatan Banjarsari Surakarta. Data yang digunakan dalam penelitian ini adalah data primer. Sampel yang diambil untuk diteliti adalah 33 pegawai. Metode analisis yang digunakan adalah Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda Dengan Uji Koefisien Determinasi (R^2), Uji F, dan Uji t. Hasil dari penelitian ini menunjukkan Lingkungan Kerja, Disiplin Kerja, dan Motivasi Kerja berpengaruh signifikan terhadap Kinerja Pegawai Di Kantor Kecamatan Banjarsari Surakarta. Hasil uji *Adjusted R Square* (R^2) diperoleh sebesar 0,559. Artinya variabel Lingkungan Kerja, Disiplin Kerja, dan Motivasi Kerja memberikan kontribusi sebesar 56% terhadap Kinerja Pegawai Di Kantor Kecamatan Banjarsari Surakarta, sedangkan sisanya sebesar 44% dipengaruhi oleh factor lain diluar variabel yang diteliti.

Kata kunci : *Lingkungan Kerja, Disiplin Kerja, dan Motivasi Kerja*

ABSTRACT

THE EFFECT OF THE WORK ENVIRONMENT, WORK DISCIPLINE, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN THE BANJARSARI SUBDISTRICT OFFICE IN SURAKARTA

This research aims to determine the influence of work environment, working discipline, and work motivation to the performance of employees in Banjarsari Subdistrict office Surakarta. The data used in this research is primary data. The samples to be researched were 33 employees. The methods of analysis used are validity test, reusability test, classical assumption test, double linear regression analysis with coefficient of determination (R²), test F, and T test. The results of this research show the work environment, work discipline, and work motivation have significant effect on the performance of officers in Banjarsari District office Surakarta. The Adjusted R Square (R²) test results were obtained at 0.559. This means that the working environment, work discipline, and work motivation variables provide a 56% contribution to the performance of employees in Banjarsari Subdistrict office in Surakarta, while the remaining of 44% is influenced by other factors outside the variables researched.

Keywords: *work environment, work discipline, and work motivation*