

ABSTRAK

Penelitian ini berawal dari ditemukannya permasalahan pada kinerja pegawai di PPSDM Aparatur Kementerian ESDM Bandung. Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan lingkungan kerja terhadap disiplin kerja dan dampaknya terhadap kinerja pegawai di PPSDM Aparatur Kementerian ESDM Bandung. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif, dimana data penelitian dikumpulkan melalui penyebaran kuesioner dengan jumlah sampel 151 responden. Teknik sampling yang digunakan yaitu *non probability* sampling. Pengujian instrument penelitian menggunakan uji validitas dan reliabilitas. Metode analisis data yang digunakan adalah path analysis dan Uji Hipotesis Hasil penelitian menunjukkan bahwa motivasi, lingkungan kerja, disiplin kerja dan kinerja pegawai berada pada kategori kurang baik. Pada struktur I terdapat pengaruh secara simultan dari motivasi dan lingkungan kerja terhadap disiplin kerja sebesar 66,22%. Secara parsial pengaruh motivasi terhadap disiplin kerja sebesar 10,21% dan pengaruh lingkungan kerja terhadap disiplin kerja sebesar 14,44%. Pada struktur II terdapat pengaruh disiplin kerja terhadap kinerja pegawai sebesar 69%.

Kata Kunci: Motivasi, Lingkungan Kerja, Disiplin Kerja Dan Kinerja Pegawai

ABSTRACT

This research began with the discovery of problems in employee performance at the PPSDM Apparatus of the Ministry of Energy and Mineral Resources Bandung. This study aims to determine the influence of motivation and work environment on work discipline and its impact on employee performance at PPSDM Apparatus of the Ministry of Energy and Mineral Resources Bandung. The research method used is descriptive and verifiable methods, where research data is collected through the distribution of questionnaires with a sample of 151 respondents. The sampling technique used is non-probability sampling. The testing of research instruments uses validity and reliability tests. The data analysis methods used are path analysis and Hypothesis Test. The results of the study show that motivation, work environment, work discipline and employee performance are in the poor category. In structure I, there was a simultaneous influence of motivation and work environment on work discipline by 66.22%. Partially, the influence of motivation on work discipline was 10.21% and the influence of the work environment on work discipline was 14.44%. In structure II, there is an influence of work discipline on employee performance by 69%.

Keywords: Motivation, Work Environment, Work Discipline and Employee Performance