

## **ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja, disiplin kerja dan lingkungan kerja terhadap kinerja pegawai di DinasPekerja Umum. Pembahasan pentingnya motivasi kerja, disiplin kerja dan lingkungan kerja untuk meningkatkan kinerja karyawan telah banyak disiskusikan di beberapa kajian pustaka. Meskipun banyak sekali faktor - faktor lain yang mempengaruhi kinerja pegawai, penelitian ini hanya membahas tentang peningkatan kinerja pegawai berbasis motivasi kerja, disiplin kerja dan lingkungan kerja di Dinas Pekerja Umum. Data diperoleh dari 100 orang responden dengan menggunakan kuesioner. Analisis data dengan menggunakan SPSS 16.0 menunjukkan bahwa kinerja pegawai di Dinas Pekerja Umum dapat ditingkatkan memperhatikan motivasi kerja, disiplin kerja dan lingkungan kerja. Lingkungan kerja memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Sedangkan motivasi kerja dan disiplin kerja memiliki pengaruh positif dan tidak signifikan terhadap kinerja pegawai.

**Kata Kunci:** Motivasi Kerja, Disiplin Kerja, Lingkungan Kerja dan Kinerja Pegawai

### ***ABSTRACT***

This study aims to analyze the effect of work motivation, work discipline and work environment on the performance of employees in the General Workers' Office. The discussion of the importance of work motivation, work discipline and work environment to improve employee performance has been widely discussed in several literature studies. Although there are many other factors that influence employee performance, this study only discusses the improvement of employee performance based on work motivation, work discipline and work environment in the General Workers' Office. Data obtained from 100 respondents using a questionnaire. Data analysts using SPSS 16.0 show that the performance of employees in the General Workers' Office can be increased with regard to work motivation, work discipline and work environment. The work environment has a positive and significant influence on employee performance. While work motivation and work discipline have a positive and not significant effect on employee performance.

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