

ABSTRAK

Wilda Ariestriani. 2021. Pengaruh Lingkungan Kerja dan Disiplin Kerja melalui Motivasi Kerja terhadap Kinerja Pegawai pada Kantor Badan Keuangan dan Aset Daerah Kabupaten Sidenreng Rappang, dibimbing oleh Asniwati dan Deddy Rahwandi Rahim.

Penelitian ini bertujuan untuk menguji pengaruh lingkungan kerja terhadap kinerja pegawai, menguji disiplin terhadap kinerja pegawai, menguji pengaruh motivasi kerja terhadap kinerja pegawai, menguji pengaruh mediasi motivasi kerja pada lingkungan kerja dan kinerja pegawai, dan menguji pengaruh mediasi pada disiplin kerja dan kinerja pegawai pada Kantor Badan Keuangan dan Aset Daerah Kabupaten Sidenreng Rappang.

Metode penelitian yang digunakan yaitu penelitian survey. Pendekatan penelitian yaitu penelitian ekplanatori dengan pendekatan kuantitatif. Teknik pengumpulan data adalah kuesioner. Populasi dalam penelitiannya itu pegawai yang bekerja di Kantor Badan Keuangan dan Aset Daerah Kabupaten Sidenreng Rappang. Sampel pada penelitian ini yaitu 93 responden. Teknik pengambilan sampel adalah purposive sampling. Teknik analisis data pada penelitian ini yaitu analisa outer model, analisa inner model, dan uji hipotesis dengan menggunakan software smart PLS 3.2.7.

Berdasarkan hasil penelitian yang dilakukan pengaruh lingkungan terhadap kinerja pegawai sebesar 393,2 termasuk dalam kategori sangat tinggi, pengaruh disiplin kerja terhadap kinerja pegawai sebesar 370 termasuk kategori tinggi, pengaruh motivasi kerja terhadap kinerja pegawai sebesar 352,25 termasuk kategori tinggi. Mediasi motivasi kerja tidak berpengaruh pada lingkungan kerja dan kinerja pegawai. Sedangkan mediasi motivasi kerja berpengaruh signifikan pada disiplin kerja dan kinerja pegawai. R Square pada kinerja pegawai sebesar 0,415 sedangkan R Square pada motivasi kerja sebesar 0,060.

Kata Kunci: Lingkungan, Disiplin, Motivasi, Kinerja

ABSTRACT

Wilda Ariestriani. 2021. *The Effect of Work Environment and Work Discipline through Work Motivation on Employee Performance at the Regional Finance and Assets Agency Office of Sidenreng Rappang Regency, supervised by Asniwati and Deddy Rahwandi Rahim.*

This study aims to examine the effect of the work environment on employee performance, test discipline on employee performance, examine the effect of work motivation on employee performance, examine the mediating effect of work motivation on the work environment and employee performance, and examine the effect of mediation on work discipline and employee performance at the office. Regional Financial and Asset Agency of Sidenreng Rappang Regency.

The research method used is survey research. The research approach is explanatory research with a quantitative approach. The data collection technique is a questionnaire. The population in his research were employees who worked at the Regional Finance and Assets Office of Sidenreng Rappang Regency. The sample in this study were 93 respondents. The sampling technique is purposive sampling. The data analysis techniques in this study are outer model analysis, inner model analysis, and hypothesis testing using PLS 3.2.7 smart software.

Based on the results of research conducted, the effect of the environment on employee performance is 393.2, including in the very high category, the effect of work discipline on employee performance is 370, including the high category, the effect of work motivation on employee performance is 352.25, including the high category. Mediation of work motivation has no effect on the work environment and employee performance. While the mediation of work motivation has a significant effect on work discipline and employee performance. R Square on employee performance is 0.415 while R Square on work motivation is 0.060.

Keywords: *Environment, Discipline, Motivation, Performance*