

## RINGKASAN

Penelitian berjudul “Pengaruh Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Pegawai Dengan Motivasi Sebagai Variabel Intervening (Studi Pada Pegawai Pengadilan Agama Purwokerto)”. Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja dan disiplin kerja terhadap kinerja pegawai dengan motivasi sebagai variabel mediasi di Pengadilan Agama Purwokerto.

Penelitian ini menggunakan pendekatan kuantitatif dengan melibatkan seluruh Pegawai Negeri Sipil di Pengadilan Agama Purwokerto sebagai subjek penelitian. Data primer dikumpulkan melalui kuesioner yang mencakup aspek kinerja, lingkungan kerja, disiplin kerja, dan motivasi kerja. Teknik analisis data dilakukan menggunakan software SPSS.

Hasil penelitian menunjukkan bahwa lingkungan kerja dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Selain itu, motivasi juga memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Motivasi mampu memediasi pengaruh lingkungan kerja dan disiplin kerja terhadap kinerja pegawai secara signifikan. Dengan demikian, penelitian ini menegaskan pentingnya lingkungan kerja yang kondusif, disiplin kerja yang baik, serta motivasi yang tinggi untuk meningkatkan kinerja pegawai di Pengadilan Agama Purwokerto. Temuan ini diharapkan dapat menjadi acuan bagi instansi pemerintah dalam meningkatkan kinerja pegawai melalui peningkatan kualitas lingkungan kerja, disiplin kerja, dan motivasi.

**Kata kunci:** Lingkungan Kerja, Disiplin Kerja, Motivasi, Kinerja Pegawai

## SUMMARY

*The study, titled "The Impact of Working Environment and Working Discipline on Officer Performance with Motivation as Intervening Variable," aims to analyze the impact of work environment and work discipline on staff performance with motivation as a mediation variable in the Purwokerto Religious Court.*

*The study employs a quantitative methodology, focusing on the entire Civil State Officer population in the Purwokerto Religious Court as its subject. Primary data is collected through a questionnaire that covers performance aspects, work environment, work discipline, and motivation. Data analysis techniques are performed using SPSS software.*

*The research findings show that the working environment and work discipline have a positive and significant influence on employees' performance. Furthermore, motivation has a positive and significant impact on employee performance. Motivation is able to significantly mediate the influence of the work environment and working discipline on staff performance. Thus, the study affirms the importance of a conducive working environment, excellent work discipline, as well as high motivation to improve the performance of staff at the Purwokerto Religious Court. These findings are expected to serve as a benchmark for government agencies in improving staff performance through improved work environment quality, work discipline, and motivation.*

*Key words: working environment, working discipline, motivation, employee performance*