

RINGKASAN

Sumber daya manusia sangat penting, mengingat kinerja organisasi sangat dipengaruhi oleh kualitas sumber daya manusianya. Kehadiran sumber daya manusia yang berkualitas dapat meningkatkan perkembangan perusahaan. Dalam meningkatkan kinerja pegawai, perusahaan dapat melaksanakan pelatihan, menciptakan lingkungan kerja yang nyaman, memberikan kompensasi yang layak, dan motivasi. Tujuan penelitian ini untuk menganalisis pengaruh lingkungan kerja dan motivasi kerja terhadap kinerja pegawai.

Metode penelitian yang digunakan adalah metode kuantitatif deskriptif dengan populasinya adalah seluruh pegawai Badan Penyelenggara Jaminan Sosial (BPJS) Ketenagakerjaan Purwokerto. Teknik penentuan sampel menggunakan *sampling* jenuh dimana seluruh populasi yang berjumlah 28 orang dijadikan sampel. Data dianalisis teknik statistik korelasi *kendall's Tau b*, korelasi *korkondansi kendall's W* dan regresi ordinal untuk mengetahui adanya pengaruh lingkungan kerja dan motivasi kerja terhadap kinerja pegawai. Hasil Korelasi *kendall's tau b* lingkungan kerja terhadap kinerja pegawai sebesar 0,551 yang menunjukkan adanya korelasi yang positif. Hasil *kendall's tau b* motivasi kerja terhadap kinerja pegawai sebesar 0,154 yang menunjukkan adanya korelasi positif namun tidak signifikan. Hasil korelasi *korkondansi kendall's W* lingkungan kerja dan motivasi kerja terhadap kinerja pegawai sebesar 0,538 yang menunjukkan korelasi yang tinggi antara lingkungan kerja dan motivasi kerja terhadap kinerja pegawai ke arah yang positif. Kemudian, hasil koefisien regresi ordinal lingkungan kerja terhadap kinerja pegawai menunjukkan bahwa model regresi ordinal ini fit, artinya dapat digunakan untuk memprediksi pengaruh variabel lingkungan kerja terhadap kinerja pegawai. Hasil koefisien regresi ordinal motivasi kerja terhadap kinerja pegawai menunjukkan bahwa model regresi ordinal ini fit, yang artinya dapat digunakan untuk memprediksi pengaruh variabel motivasi kerja terhadap variabel kinerja pegawai.

Hasil penelitian ini menyimpulkan bahwa lingkungan kerja tidak berpengaruh positif namun signifikan terhadap kinerja pegawai. Untuk motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Serta lingkungan kerja dan motivasi kerja secara bersamaan berpengaruh signifikan terhadap kinerja pegawai. Implikasi yang dapat dilakukan yaitu meningkatkan lingkungan kerja yang sudah baik dan kondusif dan juga meningkatkan dalam memberikan motivasi kepada pegawai agar kinerja pegawai dapat meningkat.

Kata kunci: Kinerja Pegawai, Lingkungan Kerja, Motivasi Kerja

SUMMARY

Human resources are very important, considering that organizational performance is greatly influenced by the quality of its human resources. The presence of quality human resources can improve the development of the company. In improving employee performance, companies can carry out training, create a comfortable work environment, provide appropriate compensation, and motivation. The purpose of this study is to analyze the influence of the work environment and work motivation on employee performance.

The research method used is a descriptive quantitative method with the population being all employees of the Purwokerto Social Security Administration Agency (BPJS) Employment. The sampling technique used saturated sampling where the entire population of 28 people was sampled. The data were analyzed using statistical techniques of Kendall's Tau b correlation, Kendall's W concordance correlation and ordinal regression to determine the influence of the work environment and work motivation on employee performance. The results of the Kendall's Tau b correlation of the work environment on employee performance were 0.551 which indicated a positive correlation. The results of Kendall's Tau b work motivation on employee performance were 0.154 which indicated a positive but insignificant correlation. The results of the Kendall's W concordance correlation of the work environment and work motivation on employee performance were 0.538 which indicated a high correlation between the work environment and work motivation on employee performance in a positive direction. Then, the results of the ordinal regression coefficient of the work environment on employee performance show that this ordinal regression model is fit, meaning it can be used to predict the influence of work environment variables on employee performance. The results of the ordinal regression coefficient of work motivation on employee performance show that this ordinal regression model is fit, meaning it can be used to predict the influence of work motivation variables on employee performance variables.

The results of this study concluded that the work environment does not have a positive but significant effect on employee performance. For work motivation has a positive and significant effect on employee performance. And the work environment and work motivation simultaneously have a significant effect on employee performance. The implications that can be done are to improve the work environment that is already good and conducive and also to improve in providing motivation to employees so that employee performance can improve.

Keywords: Employee Performance, Work Environment, Work Motivation