

RINGKASAN

Kinerja Pegawai merupakan penentu penting kemampuan organisasi publik dalam memberikan layanan kepada publik. Perumdam Tirta Satria di Kabupaten Banyumas masih menghadapi permasalahan seperti keterlambatan, ketidakhadiran, kualitas kerja yang buruk, serta suasana dan motivasi kerja yang kurang mendukung serta kepemimpinan yang meskipun telah memberikan arahan dan bimbingan, belum sepenuhnya mampu mengatasi kendala tersebut. Tujuan penelitian ini adalah untuk menyelidiki dan menjelaskan bagaimana Kepemimpinan, Motivasi Kerja, dan Lingkungan Kerja memengaruhi Kinerja Pegawai, baik secara parsial maupun simultan.

Kinerja pegawai dipengaruhi oleh sejumlah variabel, termasuk Kepemimpinan, Motivasi Kerja, Dan Lingkungan Kerja. Kepemimpinan didefinisikan sebagai kemampuan untuk membimbing, memengaruhi, dan memotivasi individu untuk mencapai tujuan bersama, yang diukur melalui perilaku, komunikasi, ketegasan, dan pengetahuan. Motivasi kerja mengacu pada dorongan yang mendorong kegembiraan dan produktivitas, yang dinilai melalui kinerja, tanggung jawab, pengakuan, dan kemungkinan pengembangan diri. Lingkungan kerja mencakup variabel fisik dan non-fisik yang memengaruhi kenyamanan dan efektivitas karyawan, seperti tata letak ruangan, pencahayaan, kebersihan, hubungan kerja, dan suasana kerja. Indikator kinerja pegawai meliputi kualitas, kuantitas, tanggung jawab, kerja sama, dan inisiatif.

Penelitian ini menggunakan metode kuantitatif. Data dikumpulkan melalui kuesioner, observasi, dan wawancara. Analisis menggunakan SPSS versi 29, termasuk korelasi Kendall's τ_b , koefisien konkordansi Kendall W, dan regresi ordinal. Hasil penelitian menunjukkan bahwa Kepemimpinan memiliki pengaruh yang signifikan terhadap Kinerja Pegawai, dengan nilai Chi-Square sebesar 119,564 dan tingkat signifikansi 0,001 sebesar 0,05. Sementara itu, Motivasi Kerja dan Lingkungan Kerja tidak memiliki pengaruh yang signifikan terhadap Kinerja Pegawai, dengan nilai Chi-Square sebesar 67,028 dan tingkat signifikansi 0,001 sebesar 0,05. Kepemimpinan, Motivasi Kerja, dan Lingkungan Kerja semuanya memiliki pengaruh yang substansial terhadap Kinerja Pegawai, dengan nilai Chi-Square sebesar 121,447 dan tingkat signifikansi 0,001 pada 0,05.

Kesimpulan penelitian ini menunjukkan bahwa Kepemimpinan merupakan faktor utama dalam peningkatan Kinerja Pegawai, sedangkan Motivasi Kerja dan Lingkungan Kerja belum berpengaruh signifikan. Implikasinya, Perumdam Tirta Satria perlu mengembangkan Kepemimpinan yang partisipatif, meningkatkan Motivasi Kerja melalui penghargaan dan pengakuan prestasi, serta mengoptimalkan Lingkungan Kerja agar lebih mendukung produktivitas dan kualitas pelayanan publik.

Kata Kunci: Kepemimpinan, Motivasi Kerja, Lingkungan Kerja, Kinerja Pegawai

SUMMARY

Employee performance is an important determinant of the ability of public organizations to provide services to the public. Perumdam Tirta Satria in Banyumas Regency still faces problems such as lateness, absenteeism, poor work quality, and a less supportive work atmosphere and motivation. Despite providing direction and guidance, leadership has not been fully able to overcome these obstacles. The purpose of this study is to investigate and explain how Leadership, Work Motivation, and Work Environment influence Employee Performance, both partially and simultaneously.

Employee performance is influenced by several variables, including leadership, work motivation, and the work environment. Leadership is defined as the ability to guide, influence, and motivate individuals to achieve common goals, as measured through behavior, communication, assertiveness, and knowledge. Work motivation refers to the drive that fosters enjoyment and productivity, as assessed through performance, responsibility, recognition, and opportunities for self-development. The work environment encompasses physical and non-physical variables that influence employee comfort and effectiveness, such as room layout, lighting, cleanliness, work relationships, and work atmosphere. Employee performance indicators include quality, quantity, responsibility, cooperation, and initiative.

This study used quantitative methods. Data were collected through questionnaires, observations, and interviews. The analysis used SPSS version 29, including Kendall's τ_b correlation, Kendall's W concordance coefficient, and ordinal regression. The results showed that leadership had a significant influence on employee performance, with a chi-square value of 119.564 and a significance level of 0.001 at 0.05. Meanwhile, work motivation and work environment did not have a significant influence on employee performance, with a chi-square value of 67.028 and a significance level of 0.001 at 0.05. Leadership, work motivation, and work environment all had a substantial influence on employee performance, with a chi-square value of 121.447 and a significance level of 0.001 at 0.05.

The conclusion of this study indicates that leadership is a major factor in improving employee performance, while work motivation and work environment did not have a significant influence. The implication is that Perumdam Tirta Satria needs to develop participatory leadership, increase work motivation through awards and recognition of achievements, and optimize the work environment to better support productivity and quality of public services.

Keywords: Leadership, Work Motivation, Work Environment, Employee Performance