

ABSTRAK

Penelitian dengan judul Pengaruh Pelatihan, pendidikan, Motivasi, dan Lingkungan Kerja terhadap Kinerja Pegawai Negeri Sipil pada Kecamatan Tanggul Kabupaten Jember bertujuan untuk mengetahui pengaruh secara signifikan pelatihan, pendidikan, motivasi, dan lingkungan kerja terhadap kinerja Pegawai Negeri Sipil pada Kecamatan Tanggul Kabupaten Jember baik secara parsial maupun simultan.

Data yang digunakan dalam penelitian ini berupa data primer yang diperoleh melalui penyebaran kuesioner. Populasi dalam penelitian ini adalah seluruh PNS di Kecamatan Tanggul Kabupaten Jember beserta PNS di Kantor Desa di wilayah Kecamatan Tanggul Kabupaten Jember yang berjumlah 60 orang. Penentuan jumlah sampel menggunakan sampel jenuh. Untuk analisis data, penulis menggunakan analisis regresi linier berganda.

Berdasarkan hasil pengujian hipotesis dapat dinyatakan bahwa pelatihan berpengaruh secara signifikan terhadap kinerja Pegawai Negeri Sipil di Kecamatan Tanggul Kabupaten Jember atau H1 diterima. Motivasi berpengaruh secara signifikan terhadap kinerja Pegawai Negeri Sipil di Kecamatan Tanggul Kabupaten Jember atau H2 diterima. Lingkungan kerja berpengaruh secara signifikan terhadap kinerja Pegawai Negeri Sipil di Kecamatan Tanggul Kabupaten Jember atau H3 diterima. Pelatihan, pendidikan, dan lingkungan kerja secara simultan berpengaruh terhadap kinerja pegawai pada Kecamatan Tanggul Kabupaten Jember atau H4 diterima dan secara parsial motivasi tidak berpengaruh positif dan signifikan terhadap kinerja Pegawai Negeri Sipil pada Kecamatan Tanggul. Hasil koefisien determinasi berganda (R^2) diperoleh nilai sebesar 0,808, hal ini berarti 80,8% perubahan kinerja pegawai dipengaruhi oleh variabel pelatihan, pendidikan, motivasi, dan lingkungan kerja sedangkan sisanya sebesar 19,2% disebabkan oleh faktor lain budaya organisasi, gaya kepemimpinan, sistem kompensasi, dan lain-lain yang tidak termasuk dalam persamaan regresi yang dibuat.

Kata kunci : Pelatihan, Pendidikan, Motivasi, Lingkungan Kerja, dan Kinerja Pegawai

ABSTRACT

Research with the title Effects of Training, Education, Motivation, and Work Environment on the Performance of Civil Servants in Tanggul District, Jember Regency aims to determine the significant effect of training, education, motivation, and work environment on the performance of Civil Servants in Tanggul District, Jember Regency, both in terms of partial or simultaneous.

The data used in this study is primary data obtained through distributing questionnaires. The population in this study were all civil servants in the Tanggul District, Jember Regency, along with civil servants in the Village Office in the Tanggul District, Jember Regency, totaling 60 people. Determination of the number of samples using saturated samples. For data analysis, the writer uses multiple linear regression analysis.

Based on the results of hypothesis testing, it can be stated that training has a significant effect on the performance of Civil Servants in Tanggul District, Jember Regency or H1 is accepted. Motivation has a significant effect on the performance of civil servants in Tanggul District, Jember Regency or H2 is accepted. The work environment has a significant effect on the performance of Civil Servants in Tanggul District, Jember Regency or H3 is accepted. Training, education, and work environment simultaneously affect the performance of employees in Tanggul District, Jember Regency or H4 is accepted and partially motivation has no positive and significant effect on the performance of Civil Servants in Tanggul District. The results of the coefficient of multiple determination (R^2) obtained a value of 0.808, this means that 80.8% of changes in employee performance are influenced by the variables of training, education, motivation, and work environment while the remaining 19.2% is caused by other factors organizational culture, leadership style, compensation system, and others that are not included in the created regression equation

Keywords : Training, Education, Motivation, Work Environment, and Employee Performance