

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh pelatihan, motivasi, dan lingkungan kerja terhadap kinerja pegawai Badan Pendapatan Daerah (BAPENDA) Kabupaten Jember. Latar belakang penelitian ini didasarkan pada fenomena rendahnya capaian target Pendapatan Asli Daerah, kesenjangan pelaksanaan pelatihan yang belum berbasis kebutuhan spesifik, variasi motivasi pegawai, serta kondisi lingkungan kerja yang belum sepenuhnya optimal. Penelitian ini menggunakan pendekatan kuantitatif. Populasi dan sampel penelitian adalah seluruh pegawai BAPENDA Kabupaten Jember, yang diambil menggunakan teknik sampling jenuh. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan analisis regresi linier berganda dengan bantuan program SPSS. Hasil penelitian menunjukkan bahwa pelatihan berpengaruh positif dan signifikan terhadap kinerja pegawai, motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai, sedangkan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. bahwa 57,3% variasi yang terjadi pada Kinerja Pegawai BAPENDA Kabupaten Jember dapat dijelaskan oleh variasi ketiga variabel independen dalam model ini yaitu Pelatihan, Motivasi, dan Lingkungan Kerja secara bersama-sama. Sedangkan sisanya sebesar 42,7% dijelaskan oleh faktor-faktor lain, seperti kepemimpinan, kompensasi, disiplin kerja, kompetensi individu, komitmen organisasi, dan faktor-faktor struktural birokrasi lainnya.

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



ABSTRACT

This study aims to examine and analyze the effects of training, motivation, and work environment on employee performance at the Regional Revenue Agency (BAPENDA) of Jember Regency. The background of this research is driven by the phenomenon of low achievement in local revenue targets, gaps in training implementation that are not yet based on specific needs, variations in employee motivation, and a work environment that is not yet fully optimal. This study adopts a quantitative approach. The research population and sample consist of all employees at BAPENDA Jember Regency, selected using the total sampling (saturated sampling) technique. Data were collected through questionnaires and analyzed using multiple linear regression analysis with the aid of the SPSS software. The results indicate that training has a positive and significant effect on employee performance, motivation has a positive and significant effect on employee performance, and the work environment also has a positive and significant effect on employee performance. Furthermore, 57.3% of the variation in employee performance at BAPENDA Jember Regency can be explained simultaneously by the variations of the three independent variables in this model: Training, Motivation, and Work Environment. Meanwhile, the remaining 42.7% is explained by other factors, such as leadership, compensation, work discipline, individual competence, organizational commitment, and other structural bureaucratic factors.

Keywords: Training, Motivation, Work Environment, Employee Performance.

