

ABSTRAK

PENGARUH MOTIVASI, DISIPLIN, DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI ASN DINAS PENDIDIKAN PROVINSI SUMATERA UTARA

Penelitian ini bertujuan untuk mengetahui Pengaruh Motivasi kerja, Disiplin kerja, dan Lingkungan Kerja Terhadap Kinerja Pegawai ASN pada Dinas Pendidikan Provinsi Sumatera Utara. Kinerja pegawai merupakan salah satu faktor penting dalam meningkatkan kualitas pelayanan publik dan pencapaian tujuan organisasi. Oleh karena itu, diperlukan faktor pendukung seperti motivasi kerja yang tinggi, disiplin kerja yang baik, serta lingkungan kerja yang kondusif untuk meningkatkan kinerja pegawai. Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan survei. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner kepada 88 responden yang merupakan pegawai ASN pada Dinas Pendidikan Provinsi Sumatera Utara. Data yang diperoleh dianalisis menggunakan analisis regresi linear berganda dengan bantuan program statistik. Hasil penelitian ini menunjukkan secara parsial bahwa motivasi berpengaruh negatif dan tidak signifikan terhadap kinerja pegawai, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan motivasi, disiplin, dan lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai ASN pada Dinas Pendidikan Provinsi Sumatera Utara.

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

ABSTRACT

THE EFFECT OF MOTIVATION, DISCIPLINE, AND WORK ENVIRONMENT ON THE PERFORMANCE OF CIVIL SERVANT EMPLOYEES AT THE EDUCATION OFFICE OF NORTH SUMATRA PROVINCE

This study aims to determine the effect of work motivation, work discipline, and work environment on the performance of Civil Servant (ASN) employees at the Education Office of North Sumatra Province. Employee performance is one of the important factors in improving the quality of public services and achieving organizational goals. Therefore, supporting factors such as high work motivation, good work discipline, and a conducive work environment are needed to improve employee performance. The research method used in this study is a quantitative method with a survey approach. Data collection was carried out by distributing questionnaires to 88 respondents who are Civil Servant (ASN) employees at the Education Office of North Sumatra Province. The data obtained were analyzed using multiple linear regression analysis with the help of statistical software. The results of the study show that partially work motivation has a negative and insignificant effect on employee performance, work discipline has a positive and significant effect on employee performance, and the work environment has a positive and significant effect on employee performance. Simultaneously, work motivation, work discipline, and work environment have a significant effect on the performance of Civil Servant (ASN) employees at the Education Office of North Sumatra Province.

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