

**MENELUSURI DAMPAK IKLIM KERJA, SARANA PRASARANA, DAN
MOTIVASI TERHADAP KINERJA PEGAWAI: PERAN KEPUASAN
KERJA SEBAGAI FAKTOR INTERVENING - STUDI KASUS DI
KANTOR KECAMATAN SEKINCAU LAMPUNG BARAT**

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ABSTRAK

Penelitian ini bertujuan untuk menelusuri dampak iklim kerja, sarana prasarana, dan motivasi terhadap kinerja pegawai dengan peran kepuasan kerja sebagai faktor intervening di Kantor Kecamatan Sekincau, Lampung Barat. Metode penelitian yang digunakan adalah kuantitatif serta pendekatan eksplanatif. Teknik pengumpulan data meliputi kuesioner, wawancara, dan observasi. Penelitian ini juga menggunakan metode Structural Equation Modeling (SEM) berbasis Partial Least Squares (PLS). Hasil penelitian menunjukkan bahwa iklim kerja dan sarana prasarana berpengaruh signifikan terhadap kinerja pegawai, sementara motivasi tidak berpengaruh signifikan. Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai serta kepuasan kerja terbukti memediasi hubungan antara motivasi dan kinerja pegawai, namun tidak memediasi hubungan antara iklim kerja dan kinerja pegawai begitupun juga dengan kepuasan kerja tidak memediasi hubungan sarana prasarana dan kinerja pegawai. Lingkungan kerja dan sarana prasarana yang memadai secara langsung meningkatkan kinerja pegawai, sedangkan motivasi tidak memiliki pengaruh signifikan. Kepuasan kerja pegawai meningkatkan kinerja dan berperan sebagai mediator antara motivasi dan kinerja. Optimalisasi iklim kerja, sarana prasarana, dan kepuasan kerja sangat penting untuk meningkatkan kinerja pegawai di Kantor Kecamatan Sekincau.

Kata Kunci: *Iklim kerja, Sarana Prasarana, Motivasi, Kepuasan Kerja, Kinerja pegawai*

***EXPLORING THE IMPACT OF WORK CLIMATE, INFRASTRUCTURE,
AND MOTIVATION ON EMPLOYEE PERFORMANCE: THE ROLE
OF JOB SATISFACTION AS AN INTERVENING FACTOR –
A CASE STUDY IN THE SEKINCAU DISTRICT OFFICE,
WEST LAMPUNG***

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ABSTRACT

This research aims to explore the impact of work climate, infrastructure and motivation on employee performance with the role of job satisfaction as an intervening factor at the Sekincau District Office, West Lampung. The research method used is a quantitative and explanatory approach. Data collection techniques include questionnaires, interviews and observations. This research also uses the Structural Equation Modeling (SEM) method based on Partial Least Squares (PLS). The research results show that work climate and infrastructure have a significant effect on employee performance, while motivation has no significant effect. Job satisfaction has a positive and significant effect on employee performance and job satisfaction is proven to mediate the relationship between motivation and employee performance, but does not mediate the relationship between work climate and employee performance, nor does job satisfaction mediate the relationship between infrastructure and employee performance. A work environment and adequate infrastructure directly improve employee performance, while motivation does not have a significant influence. Employee job satisfaction improves performance and acts as a mediator between motivation and performance. Optimizing the work climate, infrastructure and job satisfaction is very important to improve employee performance at the Sekincau District Office.

Kata Kunci: *Work Climate, Infrastructure, Motivation, Employee Performance, Job Satisfaction*