

ABSTRAK

Permasalahan penelitian ini berfokus pada belum optimalnya kinerja personel di Bidang Kedokteran dan Kesehatan (Biddokkes) Polda Lampung yang terlihat dari masih adanya keterlambatan dalam pelaksanaan tugas, kurangnya ketepatan dalam penanganan administrasi dan pelayanan medis, serta belum meratanya produktivitas antar bagian kerja yang diduga dipengaruhi oleh rendahnya disiplin kerja, kondisi lingkungan kerja fisik yang kurang mendukung, serta motivasi kerja yang bervariasi di antara personel. Penelitian ini menganalisis pengaruh disiplin kerja, lingkungan kerja fisik dan motivasi kerja terhadap kinerja Biddokkes Polda Lampung. Pendekatan penelitian yang digunakan adalah kuantitatif dengan jumlah sampel sebanyak 84 responden yang diambil melalui teknik *purposive sampling*, kemudian dianalisis menggunakan teknik analisis regresi dengan bantuan *Statistical Package for Social Sciences* (SPSS) versi 25.0 *for windows*. Hasil penelitian menunjukkan bahwa disiplin kerja tidak berpengaruh signifikan terhadap kinerja personel Biddokkes Polda Lampung, lingkungan kerja fisik dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja personel Biddokkes Polda Lampung. Rekomendasi penelitian ini adalah agar Polda Lampung meningkatkan kualitas lingkungan kerja fisik dan sistem motivasi di Biddokkes melalui penataan fasilitas ergonomis dan program penghargaan berbasis kinerja. Biddokkes perlu membenahi lingkungan kerja serta memperkuat motivasi personel melalui pelatihan dan target kerja realistis, sementara setiap personel diharapkan proaktif menjaga kenyamanan, meningkatkan kompetensi, dan memperkuat komitmen kerja.

Kata Kunci: Disiplin Kerja, Lingkungan Kerja Fisik, Motivasi Kerja, Kinerja

ABSTRACT

The focus of this study is on the suboptimal performance of personnel in the Medical and Health Division of the Lampung Regional Police, as evidenced by delays in task execution, inaccuracies in administrative and medical services, and uneven productivity across work units. These issues are presumed to be influenced by low work discipline, inadequate physical work environment conditions, and varying levels of work motivation among personnel. This research aims to analyze the influence of work discipline, physical work environment, and work motivation on the performance of Biddokkes Polda Lampung personnel. A quantitative research approach was employed, involving 84 respondents selected through purposive sampling. Data were analyzed using regression analysis with the assistance of the Statistical Package for the Social Sciences (SPSS) version 25.0 for Windows. The results reveal that work discipline does not have a significant effect on the performance of Biddokkes personnel, whereas the physical work environment and work motivation have a positive and significant effect on personnel performance. The study recommends that Polda Lampung enhance the quality of the physical work environment and motivation system in Biddokkes through the arrangement of ergonomic facilities and the implementation of performance-based reward programs. Furthermore, Biddokkes should improve the work environment and strengthen personnel motivation through targeted training and realistic performance goals, while each personnel member is encouraged to be proactive in maintaining workplace comfort, enhancing competence, and reinforcing work commitment.

Keywords: *Work Discipline, Physical Work Environment, Work Motivation, Performance*