

## INTISARI

### **ANALISIS PENGARUH LINGKUNGAN KERJA FISIK, DISIPLIN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI DI KANTOR KEMENTERIAN AGAMA KABUPATEN LAMPUNG SELATAN**

By:

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Penelitian ini bertujuan untuk mengetahui pengaruh (1) lingkungan kerja fisik terhadap kinerja pegawai, (2) disiplin kerja terhadap kinerja pegawai, (3) motivasi kerja terhadap kinerja pegawai dan (4) lingkungan kerja fisik, disiplin kerja dan motivasi kerja terhadap kinerja pegawai di Kantor Kementerian Agama Kabupaten Lampung Selatan.

Penelitian ini adalah sebuah penelitian deskriptif kuantitatif. Populasi dalam penelitian ini adalah seluruh pegawai Kantor Kementerian Agama Kabupaten Lampung Selatan yang merupakan pegawai ASN dan pegawai kontrak. Sampel penelitian ini berjumlah 55 yang ditentukan dengan menggunakan teknik *saturated sampling*. Teknik pengumpulan data yang digunakan adalah penyebaran kuesioner, pencatatan dokumen, dan wawancara kemudian data dianalisis menggunakan analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa (1) lingkungan kerja fisik berpengaruh terhadap kinerja pegawai, (2) disiplin kerja tidak berpengaruh terhadap kinerja pegawai, (3) motivasi kerja berpengaruh terhadap kinerja pegawai, dan (4) lingkungan kerja fisik, disiplin kerja dan motivasi kerja secara simultan berpengaruh terhadap kinerja pegawai di Kantor Kementerian Agama Kabupaten Lampung Selatan.

Kata Kunci: Lampung Selatan, disiplin kerja, motivasi kerja, kinerja pegawai

## ABSTRACT

### **ANALYSIS OF THE EFFECT OF PHYSICAL WORK ENVIRONMENT, WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT THE OFFICE OF THE RELIGION MINISTRY OF SOUTH LAMPUNG REGENCY**

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The purpose of this study was to determine the effect of (1) physical work environment on the employee performance, (2) work discipline on the employee performance, (3) work motivation on the employee performance and (4) physical work environment, work discipline and work motivation on the employee performance in Office of the Religion Ministry of South Lampung Regency.

This was a quantitative descriptive study. The population in this study was all employees of the Religion Ministry Office of South Lampung Regency, which were ASN employees and contract employees. The sample of this study was 55 employees which were determined using the saturated sampling technique. The data collection techniques used questionnaires, document recording, and interviews, then the data were analyzed using the multiple linear regression analysis.

The result found that (1) the physical work environment had an effect on the employee performance, (2) work discipline had no effect on the employee performance, (3) work motivation had an effect on the employee performance, and (4) physical work environment, work discipline and work motivation simultaneously had an effect on the employee performance at the Office of the Religion Ministry of South Lampung Regency.

Keywords: South Lampung, work discipline, work motivation, employee performance