

ABSTRAK

Hendri Irawan. NIM 8136132020 Pengaruh Lingkungan Kerja, Iklim Organisasi dan Motivasi Kerja Terhadap Kinerja Pegawai Dinas Pendidikan Kota Subulussalam. Tesis. Program Pascasarjana Universitas Negeri Medan Agustus 2016.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh lingkungan kerja terhadap motivasi kerja; (2) pengaruh iklim organisasi terhadap motivasi kerja; (3) pengaruh lingkungan kerja terhadap kinerja pegawai; (4) pengaruh iklim organisasi terhadap kinerja pegawai; dan (5) pengaruh motivasi kerja terhadap kinerja pegawai. Subjek penelitian adalah pegawai di Dinas Pendidikan Kota Subulussalam. Populasi penelitian ini adalah seluruh Pegawai Dinas Pendidikan Kota Subulussalam sebanyak 135 orang, dengan jumlah sampel sebanyak 100 orang. Pengambilan sampel dilakukan dengan *stratified sampling*. Metode penelitian yang digunakan adalah metode penelitian kuantitatif. Teknik analisis yang digunakan untuk menganalisis pengaruh antar variabel adalah analisis jalur (*path analysis*) yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh lingkungan kerja terhadap motivasi kerja dengan koefisien jalur $t_{hitungP31} > t_{tabel \alpha=5\%}$ ($2,558 > 1,661$); (2) terdapat pengaruh iklim organisasi terhadap motivasi kerja dengan koefisien jalur $t_{hitungP32} > t_{tabel \alpha=5\%}$ ($2,910 > 1,661$); (3) terdapat pengaruh lingkungan kerja terhadap kinerja pegawai dengan koefisien jalur $t_{hitungP41} > t_{tabel \alpha=5\%}$ ($3,371 > 1,661$); (4) terdapat pengaruh iklim organisasi terhadap kinerja pegawai dinyatakan dengan koefisien jalur $t_{hitungP42} > t_{tabel \alpha=5\%}$ ($1,736 > 1,661$); dan (5) terdapat pengaruh iklim organisasi terhadap kinerja pegawai dinyatakan dengan koefisien jalur $t_{hitungP43} > t_{tabel \alpha=5\%}$ ($2,220 > 1,661$). Hasil penelitian memberikan gambaran lingkungan kerja, iklim organisasi dan motivasi kerja memberikan pengaruh terhadap kinerja pegawai sebesar 39,04% dan sisanya ditentukan variabel lain.

Kata Kunci: *Lingkungan Kerja, Iklim Organisasi, Motivasi Kerja Terhadap Kinerja Pegawai*

ABSTRACT

Hendri Irawan. Registration Number 8136132020. The Influence on Working Environment, Organizational Climate and Working Motivation to the Employee Performance in Department of Education at Kota Subulussalam. A Thesis. Postgraduate School, State University of Medan. August 2016.

The aims of the study were to know: (1) the effect of working environment to the working motivation; (2) the effect of organizational climate to the working motivation; (3) the effect of working environment to the employee performance; (4) the effect of organizational climate to the employee performance; and (5) the effect of working motivation to the employee performance. The subjective of the study is the employee in Department of Education at Subulussalam city. The population of the study is the entire employee in Department of Education at Kota Subulussalam as many as 135 people, with the total sample as many as 100 people. Withdrawal the sample is by using stratified sampling. The methodology of the study is quantitative research methodology. The analysis technique that is use to analysis the effect between variable is path analysis that is aim to test the theory and to get the information about the study. Based on the hypothesis test can be concluded: (1) there is effect of the working environment to the working motivation with the path coefficient $t_{\text{count}}\rho_{31} > t_{\text{table } \alpha=5\%}$ (2,558 > 1,661); (2) there is effect of the organizational climate to the working motivation with the path coefficient $t_{\text{count}}\rho_{32} > t_{\text{table } \alpha=5\%}$ (2,910 > 1,661); (3) there is effect of the working environment to the employee performance with the path coefficient $t_{\text{count}}\rho_{41} > t_{\text{table } \alpha=5\%}$ (3,371 > 1,661); (4) there is effect organizational climate to the employee performance is by using path coefficient $t_{\text{count}}\rho_{42} > t_{\text{table } \alpha=5\%}$ (1,736 > 1,661); (5) there is effect of organizational climate to the employee performance is by using path coefficient $t_{\text{count}}\rho_{43} > t_{\text{table } \alpha=5\%}$ (2,220 > 1,661). The result of the study gives the description of working environment; organizational climate and working motivation give the effect to the employee performance as much as 39, 04 and the rest is determined by other variables.

Keywords: Work environment, organizational climate, work motivation employee performance.