

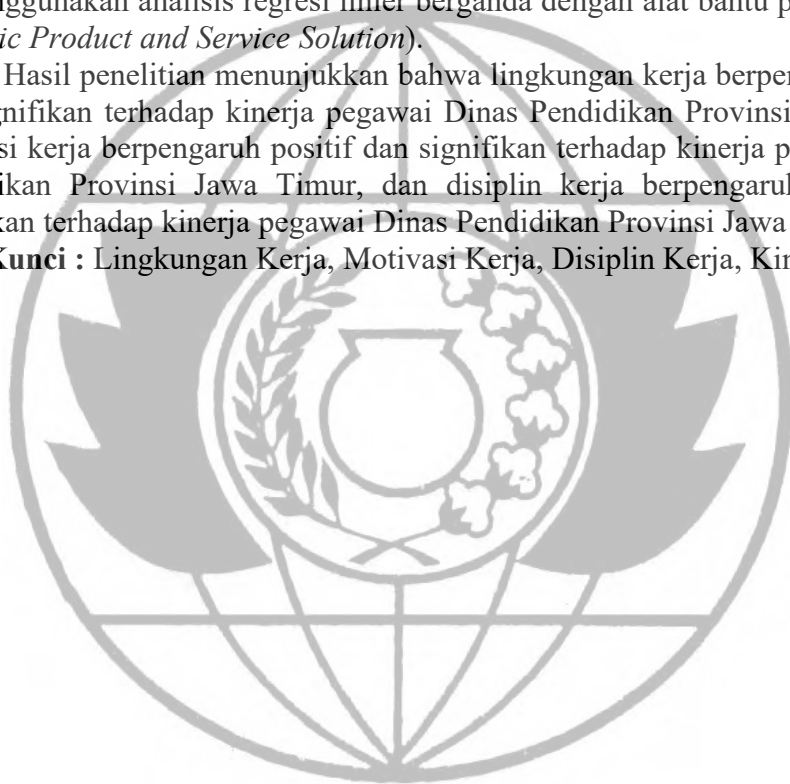
ABSTRAK

Penelitian ini bertujuan untuk dapat mengetahui seberapa besar pengaruh dari Lingkungan Kerja, Motivasi Kerja dan Disiplin Kerja terhadap Kinerja Pegawai pada Dinas Pendidikan Provinsi Jawa Timur.

Penelitian ini merupakan penelitian dengan menggunakan metode penelitian kuantitatif dengan teknik pengambilan sampel menggunakan teknik sampling jenuh(sensus). Populasi yang digunakan adalah seluruh pegawai Dinas Pendidikan Provinsi Jawa Timur yang berjumlah 56 pegawai. Teknik pengumpulan data menggunakan kuesioner yang disebarakan langsung kepada pegawai Dinas Pendidikan Provinsi Jawa Timur. Metode analisis dalam penelitian ini menggunakan analisis regresi linier berganda dengan alat bantu program SPSS (*Statistic Product and Service Solution*).

Hasil penelitian menunjukkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan Provinsi Jawa Timur, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan Provinsi Jawa Timur, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan Provinsi Jawa Timur.

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



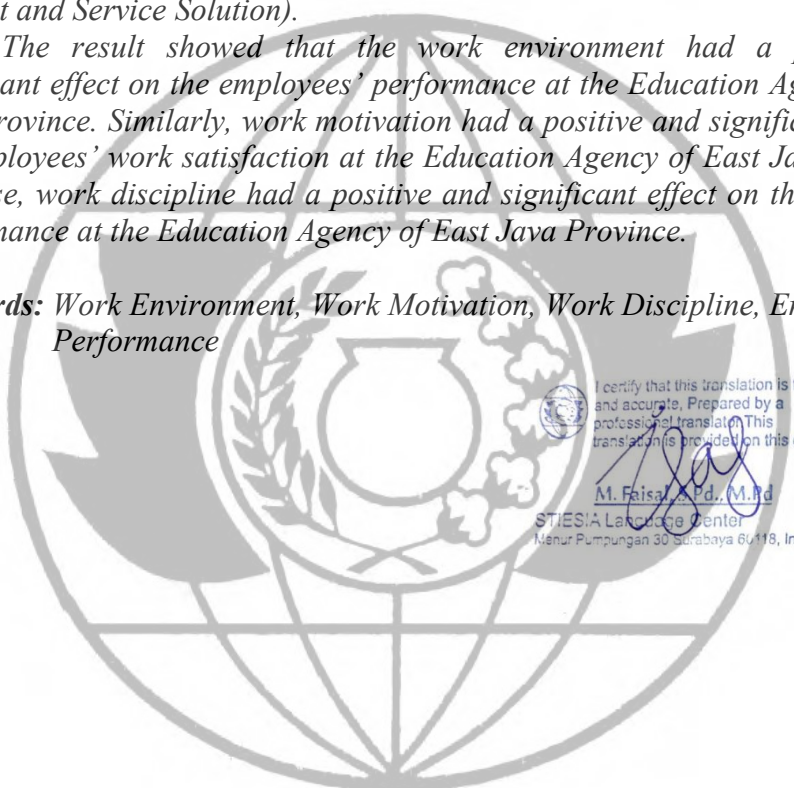
ABSTRACT

This research aimed to find out the effect amount of work environment, work motivation, and work discipline on the employees' performance at Education Agency of East Java Province.

The research was quantitative. Moreover, the data collection technique used saturated sampling (census). The population was all employees at the Education Agency of East Java Province consisting of 56 respondents. Furthermore, the instrument in the data collection technique was questionnaires. The questionnaires were directly distributed to the respondents. Additionally, the data analysis technique used multiple linear regressions with SPSS (Statistical Product and Service Solution).

The result showed that the work environment had a positive and significant effect on the employees' performance at the Education Agency of East Java Province. Similarly, work motivation had a positive and significant effect on the employees' work satisfaction at the Education Agency of East Java Province. Likewise, work discipline had a positive and significant effect on the employees' performance at the Education Agency of East Java Province.

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



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M. Faisal, Pd., M.Ed.
STIESIA Language Center
Menur Pumpungan 30 Surabaya 60118, Indonesia