

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh pelatihan kerja, lingkungan kerja dan disiplin kerja terhadap kinerja pegawai Kantor Inspektorat Kabupaten Jombang.

Jenis penelitian menggunakan metode penelitian deskriptif dengan teknik analisis secara kuantitatif. Metode pengumpulan data yang digunakan adalah primer dengan menggunakan kuisisioner. Teknik pengambilan sampel yang digunakan dalam penelitian ini menggunakan metode sampel jenuh yang merupakan pengambilan sampel dengan menggunakan seluruh populasi pegawai Kantor Inspektorat Kabupaten Jombang sebanyak 50 responden. Metode analisis data yang digunakan adalah analisis linear berganda dengan bantuan program SPSS versi 25.

Hasil analisis linear berganda menunjukkan bahwa pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Kantor Inspektorat Kabupaten Jombang.

Kata Kunci: Pelatihan, Lingkungan Kerja, Disiplin, Kinerja.



ABSTRACT

This research aimed to examine the effect of work training, work environment, and work discipline on the employees' performance at the Inspectorate office of Jombang district.

The research was descriptive-quantitative. Moreover, the data collection technique used saturated sampling, in which all members of the population, i.e. employees at the Inspectorate office of Jombang district, was the sample. In line with that, there were 50 respondents as the sample. Furthermore, the instrument in the data collection technique used questionnaires. The questionnaires were distributed to the respondents. Additionally, the data analysis technique used multiple linear with SPSS (Statistical Product and Service Solution) 25.

The result of multiple linear analysis showed that work training had a significantly positive effect on employees' performance at the Inspectorate office of Jombang district. Likewise, the work environment had a significantly positive effect on employees' performance at the Inspectorate office of Jombang district. Similarly, work discipline had a significantly positive effect on employees' performance at the Inspectorate office of Jombang district.

Keywords: *Training, Work Environment, Discipline, Performance*

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