

## ABSTRAK

DIAJENG ELY TRITAMA (71210312134). Pengaruh Motivasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Kantor Camat Pagar Merbau Kabupaten Deli Serdang. Pembimbing I Dr.Sri Gustina Pane.S.E.,M.Si., dan Pembimbing II Julkarnain.,S.Ag.,S.E.M.M., Skripsi, 2025.

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan lingkungan kerja terhadap Kinerja Pegawai Kantor Camat Pagar Merbau Kabupaten Deli Serdang. Penelitian ini menggunakan metode kuantitatif, sumber data diperoleh dari data sekunder yaitu data responden dan sumber data primer yaitu wawancara, observasi dan kuesioner yang disebarakan secara langsung kepada para responden. Populasi dalam penelitian ini yaitu 37 orang pegawai yang berada di Kantor Camat Pagar Merbau, digunakan teknik *non-probability sampling* dengan sampel jenuh untuk menarik sampel penelitian dikarenakan populasi penelitian relatif kecil. Metode analisis data dilakukan dengan uji validitas dan reabilitas untuk mengetahui keakuratan alat ukur atau instrumen penelitian, selanjutnya dilakukan uji asumsi klasik, uji regresi linear berganda dan uji hipotesis yang diuji dengan menggunakan *spss versi 27*. Hasil dari penelitian ini menunjukkan bahwasanya motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai Kantor Camat Pagar Merbau Kabupaten Deli Serdang, Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Kantor Camat Pagar Merbau Kabupaten Deli Serdang, serta motivasi dan lingkungan kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai Kantor Camat Pagar Merbau Kabupaten Deli Serdang.

**Kata Kunci : Motivasi, Lingkungan Kerja, Kinerja**

## ABSTRACT

DIAJENG ELY TRITAMA (71210312134). The Influence of Motivation and Work Environment on Employee Performance at the Pagar Merbau Sub-district Office, Deli Serdang Regency. First Supervisor: Dr.Sri Gustina Pane.S.E.,M.Si., and Second Supervisor: Julkarnain.,S.Ag.,S.E.M.M., Undergraduate Thesis, 2025.

This research aims to determine the influence of motivation and work environment on the employee performance at the Pagar Merbau Sub-district Office, Deli Serdang Regency. This research employs a quantitative method, with data sources obtained from secondary data, namely respondent data, and primary data, namely interviews, observations, and questionnaires distributed directly to the respondents. The population in this study consists of 37 employees at the Pagar Merbau Sub-district Office. A non-probability sampling technique with a saturated sample was used to draw the research sample due to the relatively small research population. The data analysis method involved validity and reliability tests to determine the accuracy of the measuring instrument or research instrument, followed by classical assumption tests, multiple linear regression tests, and hypothesis testing, which were tested using SPSS version 27. The results of this study indicate that motivation has a positive and significant effect on the employee performance at the Pagar Merbau Sub-district Office, Deli Serdang Regency; the work environment has a positive and significant effect on the employee performance at the Pagar Merbau Sub-district Office, Deli Serdang Regency; and motivation and work environment simultaneously have a positive and significant effect on the employee performance at the Pagar Merbau Sub-district Office, Deli Serdang Regency.

**Keyword: Motivation, Work Environment, Performance.**