

ABSTRACT

Sheilla Febrian, NPM: 71210312099, The Influence of Motivation and Work Environment on the Performance of Employees of the Cooperatives and Small and Medium Enterprises Service of North Sumatra Province. Supervised by Dr. Tengku Ahmad Helmi, S.E., M.Si as Supervisor I and M Tahir, S.E., M.M as Supervisor II, Thesis-2025.

The purpose of this study was to determine and analyze the influence of motivation and work environment on the performance of employees of the Cooperatives and Small and Medium Enterprises Service of North Sumatra Province. This study is a quantitative descriptive study. Data collection techniques were carried out through interviews, questionnaires and documentation studies. The sample in this study was 77 employees. Variables were measured using a Likert scale. Hypothesis testing used multiple linear regression analysis through the F test and t test.

The results of the study indicate that partially, motivation has a positive and significant effect on the performance of employees of the Cooperatives and Small and Medium Enterprises Service of North Sumatra Province. The work environment has a positive and significant effect on the performance of employees of the Cooperatives and Small and Medium Enterprises Service of North Sumatra Province. Simultaneously, motivation and the work environment have a positive and significant effect on the performance of employees of the Cooperatives and Small and Medium Enterprises Service of North Sumatra Province. The work environment is the most dominant variable influencing the performance of employees at the Cooperatives and Small and Medium Enterprises Service of North Sumatra Province.

Keywords: Motivation and Work Environment, Performance of Employees

ABSTRAK

Sheilla Febrian, NPM: 71210312099, Pengaruh Motivasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Dinas Koperasi Dan Usaha Kecil Menengah Provinsi Sumatera Utara. Dibimbing oleh Dr. Tengku Ahmad Helmi, S.E., M.Si sebagai Pembimbing I dan M Tahir, S.E., M.M sebagai Pembimbing II, Skripsi-2025.

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh motivasi dan lingkungan kerja terhadap kinerja pegawai Dinas Koperasi Dan Usaha Kecil Menengah Provinsi Sumatera Utara Provinsi Sumatera Utara. Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan (*questionnaire*) dan studi dokumentasi. Sampel dalam penelitian ini sebanyak 77 orang pegawai. Variabel diukur dengan skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji t.

Hasil penelitian menunjukkan bahwa secara parsial, motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Koperasi Dan Usaha Kecil Menengah Provinsi Sumatera Utara. Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Koperasi Dan Usaha Kecil Menengah Provinsi Sumatera Utara. Secara simultan, motivasi dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Koperasi Dan Usaha Kecil Menengah Provinsi Sumatera Utara. Lingkungan kerja merupakan variabel yang paling dominan mempengaruhi kinerja pegawai di Dinas Koperasi dan Usaha Kecil Menengah Provinsi Sumatera Utara.

Kata kunci : motivasi kerja, lingkungan kerja, kinerja