

ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh Lingkungan Kerja, Disiplin Kerja, dan Motivasi Kerja terhadap Produktivitas Pegawai (Studi Pada Pegawai Subbagian Tata Usaha Direktorat SMA Kemendikbud). Populasi dalam penelitian ini adalah Pegawai Subbag Tata Usaha Direktorat SMA Kemendikbud sebanyak 90 pegawai. Teknik pengambilan sampel menggunakan sampel jenuh. Metode analisis dilakukan melalui *Partial Least Square* versi 3.0 PLS. Hasil penelitian menunjukkan bahwa Lingkungan Kerja berpengaruh positif dan signifikan terhadap Produktivitas Pegawai, Disiplin Kerja berpengaruh positif dan signifikan terhadap Produktivitas Pegawai, dan Motivasi Kerja tidak berpengaruh signifikan terhadap Produktivitas Pegawai. Disarankan, Subbag Tata Usaha Direktorat SMA memberikan penghargaan bagi pegawai yang berprestasi dengan memberikan bonus bagi pegawai dengan hasil kerja paling baik setiap Tahunnya. Adanya hal itu dapat meningkatkan motivasi pegawai dalam meningkatkan produktivitas yang dimilikinya.

Kata Kunci: *Lingkungan Kerja, Disiplin Kerja, Motivasi Kerja, dan Produktivitas Kerja*



ABSTRACT

This study aims to analyze the influence of the work environment, work discipline, and work motivation on employee productivity (study on employees of the administrative subdivision of the SMA Directorate of the Ministry of Education and Culture). The population in this study were employees of the Administrative Subdivision of the SMA Directorate of the Ministry of Education and Culture as many as 90 employees. The sampling technique used a saturated sample. The method of analysis is done through Partial Least Square version 3.0 PLS. The results showed that the work environment had a positive and significant effect on employee productivity, work discipline had a positive and significant effect on employee productivity, and work motivation had no significant effect on employee productivity. It is recommended that the Administrative Subdivision of the SMA Directorate give awards to employees who excel by giving bonuses to employees with the best work results every year. The existence of it can increase employee motivation in improving the speed.

Keywords: *Work Environment, Work Discipline, Work Motivation, and Work Productivity*

