

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Motivasi Kerja, Lingkungan Kerja, dan Disiplin Kerja terhadap Kinerja Pegawai pada Staf Kapolri Bidang Sumber Daya Manusia (SSDM) Mabes Polri Jakarta Selatan. Populasi dalam penelitian adalah 110 pegawai. Teknik Sampling yang di gunakan adalah *non-probability sampling*, yaitu sampel jenuh, sehingga sampel yang digunakan sebanyak 110 orang. Metode pengumpulan data menggunakan metode Survei, dengan instrumen penelitian adalah kuesioner. Metode analisis data yang digunakan adalah PLS (*Partial Least Square*). Hasil penelitian menunjukkan motivasi kerja, lingkungan kerja dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai SSDM Mabes Polri.

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



ABSTRACT

This study aims to determine the effect of Work Motivation, Work Environment, and Work Discipline on Employee Performance at the Kapolri Staff in the Field of Human Resources (SSDM) at the South Jakarta Police Headquarters. The population in the study were 110 employees. The sampling technique used is non-probability sampling, namely the sample is saturated, so that the sample used is 110 people. The data collection method uses the survey method, with the research instrument being a questionnaire. The data analysis method used is PLS (Partial Least Square). The results showed that work motivation, work environment and work discipline had a positive and significant effect on the performance of HRD employees at the National Police Headquarters.

Keywords: work motivation, work environment, work discipline, employee performance.



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