# ABSTRAK

Penelitianinibertujuanuntukmengetahuipengaruhkarakteristikindividu dan lingkungankerjaterhadapkinerjapegawaiPuskesmasSkernanIlir. Responden pada penelitianiniadalahpegawaiPuskesmasSkernanIlir yang berjumlah 35 orang. Alat analisis yang di gunakan pada penelitianiniadalahmetoderegresiberganda, hasildarimetoderegresibergandamenunjukkanbagianterdapatpengaruhvariabelkarakteristikindividuterhadapkinerjapengawaiPuskesmasSkernanIlir, adanyapengaruhsecaraparsial pada variabellingkungankerjaterhadapkinerjapegawaiPuskesmasSkernanIlir dan adanyapengaruhsecarasimultan pada variabelkarakteristikindividu dan lingkungankerjaterhadapkinerjapegawaiPuskesmasSkernanIlir. Dari hasilpenelitian, disarankanuntukpihakPuskesmasSkernanIlirlebihmemperhatikanlingkungankerja dan memperhatikankarakteristikindividusetiappegawai agar mampumeningkatkankinerjapegawai.

**Kata Kunci:**KarakteristikIndividu, LingkunganKerja& Kinerja

***ABSTACT***

*This study aims to determine the effect of individual characteristics and work environment on the performance of the employees of the Skernan Ilir Health Center. Respondents in this study were employees of the Skernan Ilir Health Center, totaling 35 people. The researcher used multiple regression method in this study, the results of the multiple regression method showed that there was a partial influence on individual characteristic variables on the performance of the employees of the Skernan Ilir Health Center, there was a partial influence on the work environment variables on the performance of the employees of the Skernan Ilir Health Center and the simultaneous influence on the variables of individual characteristics and work environment on the performance of Skernan Ilir Health Center employees. From the results of the study, it is recommended that the Skernan Ilir Health Center pay more attention to the work environment and pay attention to the individual characteristics of each employee in order to be able to improve employee performance.*

***Keywords:*** *Individual Characteristics, Work Environment & Performance*