

ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan gambaran kinerja pegawai, Lingkungan kerja non fisik dan motivasi intrinsik, menganalisis Pengaruh Lingkungan kerja non fisik terhadap kinerja pegawai, menganalisis Pengaruh motivasi intrinsik terhadap kinerja pegawai, menganalisis Pengaruh Lingkungan kerja non fisik terhadap motivasi intrinsik, menganalisis Pengaruh Lingkungan kerja non fisik terhadap kinerja pegawai melalui motivasi intrinsik sebagai variabel intervening pada Pegawai Dinas Kelautan dan Perikanan Provinsi Jambi. Lingkungan kerja yang baik dan motivasi intrinsik memiliki peran penting dalam mendorong peningkatan kinerja pegawai. Penelitian ini menggunakan metode kuantitatif dengan analisis Partial Least Square (PLS). Sampel penelitian berjumlah 76 pegawai di Dinas Kelautan dan Perikanan Provinsi Jambi, yang dipilih melalui teknik Slovin. Hasil penelitian menunjukkan bahwa Lingkungan kerja non fisik berpengaruh positif dan signifikan terhadap kinerja pegawai. Selain itu, motivasi intrinsik juga memiliki Pengaruh positif dan signifikan terhadap kinerja. Lingkungan kerja non fisik terbukti meningkatkan motivasi intrinsik pegawai, yang kemudian memediasi Pengaruh Lingkungan kerja terhadap kinerja, meskipun kontribusi mediasi ini relatif kecil dibandingkan Pengaruh langsung. Dengan demikian, peningkatan kualitas Lingkungan kerja non fisik dan motivasi intrinsik secara simultan berperan penting dalam mendorong kinerja pegawai yang optimal. Berdasarkan hasil penelitian, disarankan bagi instansi untuk meningkatkan kualitas lingkungan kerja non fisik dengan membangun komunikasi yang terbuka dan transparan serta menyediakan program pelatihan guna meningkatkan motivasi pegawai. Selain itu, pemberian penghargaan berbasis kinerja dan evaluasi rutin terhadap kebijakan organisasi diperlukan untuk memastikan dampak positif terhadap kinerja pegawai.

Kata Kunci: Lingkungan Kerja Non Fisik, Motivasi Intrinsik, Kinerja Pegawai, Variabel Mediasi, PLS.

ABSTRACT

This research aims to describe employee performance, the non-physical work environment, and intrinsic motivation; and to analyze their interrelationships, particularly the role of intrinsic motivation as a mediating variable between the non-physical work environment and employee performance at the Marine and Fisheries Department of Jambi Province. A conducive work environment and strong intrinsic motivation are critical in enhancing employee productivity. The study employs a quantitative approach using Partial Least Square (PLS) analysis. The sample consists of 76 employees selected using the Slovin formula. Results reveal that the non-physical work environment significantly influences employee performance, both directly and indirectly. Intrinsic motivation also has a significant positive effect on performance. Additionally, the non-physical work environment enhances intrinsic motivation, which partially mediates its effect on employee performance, though the mediation effect remains smaller compared to the direct influence. Thus, fostering a conducive work environment and enhancing intrinsic motivation are strategic steps toward achieving optimal employee performance and organizational goals. Based on the research findings, it is recommended that organizations improve the quality of the non-physical work environment by fostering open and transparent communication and providing training programs to enhance employee motivation. Additionally, performance-based rewards and regular evaluations of organizational policies are necessary to ensure a positive impact on employee performance.

Keywords: *Non-Physical Work Environment, Intrinsic Motivation, Employee Performance, Mediation Variable, PLS.*