

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui gambaran *Employee Skill*, komitmen organisasi, lingkungan kerja dan kinerja pegawai ASN di Pemerintah Provinsi Jambi dan menganalisis dan menjelaskan pengaruh *Employee Skill* terhadap kinerja pegawai ASN melalui lingkungan kerja sebagai variabel mediasi di Pemerintah Provinsi Jambi. Alat Analisis yang digunakan adalah analisis PLS. Berdasarkan hasil analisis data, dapat disimpulkan bahwa secara umum kondisi pegawai ASN di Pemerintah Provinsi Jambi menunjukkan performa yang positif pada berbagai aspek penting dalam dunia kerja. *Employee Skill* yang berada dalam kategori “Baik”, Komitmen Organisasi yang tergolong “Tinggi”, Lingkungan Kerja yang juga dikategorikan “Baik” dan Kinerja Pegawai yang masuk kategori “Tinggi”. Hasil penelitian menunjukkan, *Employee Skill* berpengaruh positif dan signifikan terhadap Kinerja Pegawai, Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai, Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai, *Employee Skill* berpengaruh positif dan signifikan terhadap Lingkungan Kerja, Komitmen Organisasi berpengaruh positif dan signifikan terhadap Lingkungan Kerja, *Employee Skill* berpengaruh positif dan signifikan terhadap Kinerja Pegawai melalui Lingkungan Kerja dan Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai melalui Lingkungan Kerja.

Kata Kunci : *Employee Skill*, Komitmen Organisasi, Lingkungan Kerja, Kinerja Pegawai.

ABSTRACT

The purpose of this study was to determine the description of Employee Skill, organizational commitment, work environment and ASN employee performance in Jambi Province and to analyze and explain the influence of Employee Skill on ASN employee performance through the work environment as a mediating variable in Jambi Province. The analysis tool used is PLS analysis. Based on the results of data analysis, it can be concluded that in general the condition of ASN employees in Jambi Province shows positive performance in various important aspects in the world of work. Employee Skill which is in the "Good" category, Organizational Commitment which is classified as "High", Work Environment which is also categorized as "Good" and Employee Performance which is in the "High" category. The results of the study showed that Employee Skill has a positive and significant effect on Employee Performance, Organizational Commitment has a positive and significant effect on Employee Performance, Work Environment has a positive and significant effect on Employee Performance, Employee Skill has a positive and significant effect on Work Environment, Organizational Commitment has a positive and significant effect on Work Environment, Employee Skill has a positive and significant effect on Employee Performance through Work Environment and Organizational Commitment has a positive and significant effect on Employee Performance through Work Environment.

Keywords: *Employee Skill, Organizational Commitment, Work Environment, Employee Performance*