

ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran komunikasi, motivasi, lingkungan kerja, dan kinerja pegawai di Kantor Camat Bayung Lencir, mengetahui pengaruh komunikasi, motivasi dan lingkungan kerja terhadap kinerja pegawai di Kantor Camat Bayung Lencir secara parsial, serta untuk mengetahui pengaruh komunikasi dan motivasi terhadap kinerja pegawai dengan lingkungan kerja sebagai variabel intervening di Kantor Camat Bayung Lencir. Metode analisis yang digunakan adalah metode analisis kuantitatif. Populasi dalam penelitian ini adalah seluruh pegawai Kantor Camat Bayung Lencir sebanyak 31 responden dengan teknik *total sampling*. Data dikumpulkan melalui observasi dan kuesioner, dengan sumber data primer dari kuesioner dan sekunder dari kantor terkait. Analisis data menggunakan metode Analisis *Structural Equation Modeling* atau SEM-PLS. Hasil penelitian menunjukkan kinerja pegawai berkategori tinggi, lingkungan kerja berkategori tinggi, komunikasi berkategori baik, dan motivasi kerja berkategori tinggi. Secara parsial, komunikasi berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Camat Bayung Lencir dengan nilai *p-values* sebesar $0,004 < 0,05$, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Camat Bayung Lencir dengan nilai *p-values* sebesar $0,000 < 0,05$ dan lingkungan kerja berpengaruh terhadap kinerja pegawai di Kantor Camat Bayung Lencir dengan nilai *p-values* sebesar $0,000 < 0,05$. Komunikasi berpengaruh terhadap lingkungan kerja di Kantor Camat Bayung Lencir dengan nilai *p-values* sebesar $0,001 < 0,05$ dan motivasi berpengaruh terhadap lingkungan kerja di Kantor Camat Bayung Lencir dengan nilai *p-values* sebesar $0,000 < 0,05$. Kemudian, komunikasi dan motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai dengan lingkungan kerja sebagai variabel intervening di kantor Camat Bayung Lencir.

Kata Kunci: Komunikasi, Motivasi, Kinerja, Lingkungan Kerja

ABSTRACT

This study aims to determine the description of communication, motivation, work environment, and employee performance at the Bayung Lencir Sub-district Office, to determine the effect of communication, motivation and work environment on employee performance at the Bayung Lencir Sub-district Office partially, and to determine the effect of communication and motivation on employee performance with the work environment as an intervening variable at the Bayung Lencir Sub-district Office. The analysis method used is the quantitative analysis method. The population in this study were all employees of the Bayung Lencir Sub-district Office as many as 31 respondents with a total sampling technique. Data were collected through observation and questionnaires, with primary data sources from questionnaires and secondary from related offices. The data analysis tool used is Structural Equation Modeling (SEM-PLS). The study results indicate that employee performance is categorized as high, the work environment as high, communication as good, and work motivation as high. Partially, communication has a positive and significant effect on employee performance at the Bayung Lencir Sub-district Office with a p-value of $0.004 < 0.05$. Work motivation also has a positive and significant effect on employee performance with a p-value of $0.000 < 0.05$, and the work environment influences employee performance with a p-value of $0.000 < 0.05$. Communication has an effect on the work environment at the Bayung Lencir Sub-district Office with a p-value of $0.001 < 0.05$, and motivation influences the work environment with a p-value of $0.000 < 0.05$. Furthermore, communication and motivation have a positive and significant effect on employee performance with the work environment as an intervening variable at the Bayung Lencir Sub-district Office.

Keywords: *Communication, Motivation, Performance, Work Environment*