

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja dan keterlibatan pegawai terhadap kinerja pegawai pada Dispora Provinsi Jambi. Metode penelitian yang digunakan adalah deskriptif kuantitatif dengan teknik pengumpulan data dengan penyebaran kuesioner. Sampel penelitian berjumlah 94 responden yang ditentukan menggunakan rumus slovin. Analisis data dilakukan menggunakan Uji Regresi Berganda, Uji t, Uji f, dan Koefisien Determinasi (R^2). Pengolahan data dalam penelitian ini menggunakan program SPSS. Hasil penelitian menunjukkan bahwa secara parsial lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, begitu pula keterlibatan pegawai berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan, lingkungan kerja dan keterlibatan pegawai juga berpengaruh positif dan signifikan terhadap kinerja pegawai. Berdasarkan temuan tersebut, disarankan agar instansi memperhatikan kerapian hasil pekerjaan, memperbaiki kondisi pencahayaan di ruang kerja, serta meningkatkan kesungguhan pegawai melalui motivasi dan penghargaan.

Kata Kunci: Lingkungan Kerja, Keterlibatan Pegawai, Kinerja Pegawai

ABSTRACT

This study aims to determine the effect of the work environment and employee engagement on employee performance at the Youth and Sports Office (Dispora) of Jambi Province. The research method used is descriptive quantitative, with data collected through questionnaires. The study sample consisted of 94 respondents determined using the Slovin formula. Data analysis was conducted using multiple regression analysis, t-test, F-test, and the coefficient of determination (R^2). Data processing in this study utilized the SPSS software program. The results of the study indicate that partially, the work environment has a positive and significant effect on employee performance, and employee engagement also has a positive and significant effect on employee performance. Simultaneously, the work environment and employee engagement together have a positive and significant effect on employee performance. Based on these findings, it is recommended that the agency pay attention to the neatness of work results, improve lighting conditions in the workplace, and enhance employee diligence through motivation and rewards.

Keywords: *Work Environment, Employee Engagement, Employee Performance*