

## **ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja, motivasi dan disiplin kerja terhadap kinerja pegawai pada sekretariat Bawaslu Provinsi Jawa Tengah. Metode pengumpulan data menggunakan kuisioner yang diberikan pada responden yang terdiri dari 4 variabel dan 30 indikator dengan skala *Likert 5*. Populasi penelitian sebanyak 73 pegawai dan seluruhnya digunakan sebagai sampel penelitian, sedangkan sampel yang diolah 69 responden. Pengolahan data uji statistik dilakukan dengan program SPSS versi 22. Pengujian terhadap instrumen penelitian dilakukan dengan uji validitas (analisis faktor) dan uji reliabilitas dengan koefisien alpha sedangkan alat uji statistik yang digunakan adalah uji statistik F, uji koefisien determinasi ( $R^2$ ) dan uji hipotesis (uji t). Hasil penelitian menunjukkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, motivasi tidak berpengaruh terhadap kinerja pegawai, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai.

**Kata kunci:** Lingkungan Kerja, Motivasi, Disiplin kerja, Kinerja Pegawai

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*This study aims to analyze the effect of work environment, motivation and work discipline on employee performance at the Bawaslu secretariat of Central Java Province. The data collection method used a questionnaire given to respondents consisting of 4 variables and 30 indicators with a Likert scale of 5. The research population was 73 employees and all of them were used as research samples, while the sample processed by 69 respondents. The statistical test data processing was carried out by using the SPSS version 22 program. Testing of the research instrument was carried out by validity testing (factor analysis) and reliability testing with the alpha coefficient, while the statistical test tools used were the F statistical test, the coefficient of determination ( $R^2$ ) and hypothesis testing ( t test). The results showed that the work environment had a positive and significant effect on employee performance, motivation had no effect on employee performance, and work discipline had a positive and significant effect on employee performance.*

**Keywords:** Work Environment, Motivation, Work Discipline, Employee Performance