

ABSTRAK

Sumber daya manusia merupakan penggerak utama dalam pencapaian tujuan organisasi, termasuk dalam pelayanan publik di bidang lingkungan hidup. Penelitian ini bertujuan untuk mengetahui pengaruh sarana prasarana, kompetensi, dan motivasi terhadap produktivitas kerja pegawai pada Dinas Lingkungan Hidup Kabupaten Karimun. Penelitian eksplanatori kuantitatif ini dilakukan pada Dinas Lingkungan Hidup Kabupaten Karimun. Populasi penelitian berjumlah 50 pegawai, yang seluruhnya dijadikan sampel menggunakan teknik *sampling* jenuh (*total sampling*). Pengumpulan data dilakukan melalui observasi, wawancara, dan kuesioner. Teknik analisis data yang digunakan adalah analisis regresi linear berganda menggunakan program SPSS 27. Hasil analisis menunjukkan bahwa sarana prasarana, kompetensi, dan motivasi kerja berpengaruh positif dan signifikan, baik secara parsial maupun simultan, terhadap produktivitas kerja pegawai. Secara parsial, variabel sarana prasarana menjadi faktor yang paling dominan dengan memberikan kontribusi sebesar 21,8%, diikuti oleh variabel kompetensi sebesar 11,2%, dan motivasi kerja sebesar 8,5% terhadap produktivitas kerja pegawai. Secara simultan, ketiga variabel independen tersebut memberikan kontribusi dominan sebesar 41,5% terhadap variasi produktivitas kerja pegawai, sedangkan sisanya sebesar 58,5% dipengaruhi oleh faktor-faktor lain di luar model penelitian ini. Saran bagi penelitian selanjutnya adalah memperluas lokus penelitian dan menambah variabel independen lainnya yang relevan.

Kata kunci : Sarana Prasarana, Kompetensi, Motivasi, Produktivitas Kerja.

ABSTRACT

Human resources are the main driver in achieving organizational goals, including public services in the environmental sector. This study aims to determine the effect of facilities infrastructure, competence, and motivation on work productivity at the Department of Environment in Karimun Regency. This quantitative explanatory research was conducted at the Department of Environment in Karimun Regency. The population consisted of 50 people, all of whom were selected as samples using the saturated sampling (total sampling) technique. Data collection was carried out through observation, interviews, and questionnaires. The data analysis technique used was multiple linear regression analysis using the SPSS program. The results show that facilities infrastructure, competence, and motivation have a positive and significant effect, both partially and simultaneously, on work productivity. Partially, the facilities infrastructure variable is the most dominant factor, contributing 21.8%, followed by competence at 11.2%, and work motivation at 8.5% toward employee work productivity. Simultaneously, these three independent variables exert a dominant contribution of 41.5% to the variance of work productivity, while the remaining 58.5% is influenced by other factors outside this research model. Suggestions for further research are to expand the research locus and add other relevant independent variables.

Keywords: Facilities Infrastructure, Competence, Motivation, Work Productivity.