

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, motivasi kerja, dan lingkungan kerja terhadap kinerja pegawai pada Satuan Polisi Pamong Praja dan Penanggulangan Kebakaran Provinsi Kepulauan Riau. Latar belakang penelitian ini menyoroti fenomena belum tercapainya target sasaran kinerja operasional, seperti Laporan Deteksi Dini yang baru terealisasi 55%, tingkat ketidakhadiran pegawai yang fluktuatif antara 20% hingga 28%, serta keterbatasan sarana dan prasarana operasional di lapangan. Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan populasi yang terbatas, peneliti menggunakan metode sensus atau sampling jenuh sebagai teknik penentuan sampel. Data dikumpulkan melalui kuesioner dan analisis menggunakan teknik linear berganda. Hasil penelitian menunjukkan bahwa secara parsial, disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Motivasi kerja juga terbukti berpengaruh positif dan signifikan, yang menunjukkan bahwa dorongan kerja yang kuat mampu meningkatkan produktivitas. Demikian pula lingkungan kerja memberikan kontribusi positif dan signifikan terhadap pencapaian kinerja. Secara simultan ketiga variabel tersebut berpengaruh signifikan terhadap kinerja pegawai. Nilai koefisien determinasi menunjukkan bahwa disiplin kerja, motivasi kerja, dan lingkungan kerja berkontribusi sebesar 69,7% terhadap variasi kinerja pegawai, sedangkan sisanya dipengaruhi oleh faktor-faktor diluar model penelitian ini. Hasil ini menegaskan pentingnya penguatan aspek kedisiplinan dan kualitas kerja dalam organisasi.

Kata Kunci: Disiplin Kerja, Motivasi Kerja, Lingkungan Kerja, Kinerja Pegawai

ABSTRACT

This study aims to analyze the effect of work discipline, work motivation, and work environment on employee performance at the Civil Service Police Unit and Fire Fighting of the Riau Island Province. The background of this research highlights the phenomenon of unmet operational performance targets, such as the Early Detection Report which has only reached 55%, employee absenteeism fluctuating between 20% and 28%, and limitations in field operational facilities and infrastructure. The research method employed is a quantitative approach with a limited population; therefore, the researcher utilized a census or total sampling technique as the sampling method. Data were collected through questionnaires and analyzed using multiple linear regression techniques. The results of the study partially indicate that work discipline has a positive and significant effect on employee performance. Work motivation is also proven to have a positive and significant effect, demonstrating that strong work drive is capable of increasing productivity. Similarly, the work environment contributes positively and significantly to performance achievement. Simultaneously, all three variables significantly influence employee performance. The coefficient of determination value indicates that work discipline, work motivation, and work environment contribute 69.7% to the variance in employee performance, while the remaining balance is influenced by factors outside this research model. These results confirm the importance of strengthening aspects of discipline and work quality within the organization.

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