

INVESTIGASI PENERAPAN *GOOD GOVERNANCE* DI DALAM LINGKUNGAN KERJA TERHADAP KINERJA BPH MIGAS MENGGUNAKAN METODE *STRUCTURAL EQUATION MODEL (SEM)*

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ABSTRAK

Penelitian ini bertujuan untuk mengevaluasi penerapan prinsip-prinsip *good governance* dalam konteks lingkungan kerja serta pengaruhnya terhadap kinerja pegawai di BPH Migas. Fokus utama terletak pada relevansi prinsip-prinsip *good governance* seperti akuntabilitas, transparansi, kemandirian, dan kewajaran. Prinsip-prinsip ini mendorong efektivitas dan kinerja lembaga. Data dikumpulkan melalui penyebaran kuesioner kepada 177 pegawai, kemudian dianalisis menggunakan metode *Structural Equation Model (SEM)* pada aplikasi AMOS. Temuan menunjukkan bahwa akuntabilitas dan kewajaran memberikan pengaruh positif signifikan terhadap kinerja pegawai, sementara kemandirian berkontribusi secara positif terhadap kualitas lingkungan kerja. Sebaliknya, transparansi tidak menunjukkan pengaruh yang berarti terhadap variabel manapun. Secara keseluruhan, implementasi prinsip-prinsip *good governance* dengan lingkungan kerja berperan penting dalam meningkatkan kinerja pegawai secara signifikan.

Kata Kunci: *Good Governance*, Lingkungan Kinerja, Kinerja

***INVESTIGATION OF GOOD GOVERNANCE
IMPLEMENTATION IN THE WORK ENVIRONMENT
ON BPH MIGAS PERFORMANCE USING THE
STRUCTURAL EQUATION MODEL (SEM) METHOD***

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ABSTRACT

This study aims to evaluate the implementation of good governance principles within the work environment and their impact on employee performance at BPH Migas. The analysis focuses on the relevance of key good governance principles, such as accountability, transparency, independence, and fairness in promoting organizational effectiveness and performance. Data were collected through questionnaires distributed to 177 employees and analysed using the Structural Equation Model (SEM) method via AMOS software. The findings reveal that accountability and fairness have a significant positive influence on employee performance, while independence positively contributes to the quality of the work environment. In contrast, transparency does not show any notable effect on either variable. Overall, the integration of good governance principles and a supportive work environment plays a crucial role in enhancing employee performance.

Keywords: *Good Governance, Work Environment, Performance*