

PENGARUH KEMAMPUAN KERJA, MOTIVASI KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI SEKRETARIAT RSPAD GATOT SOEBROTO DITKESAD

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Abstrak

Penelitian ini dilakukan untuk mengetahui dan menganalisis Pengaruh Kemampuan Kerja, Motivasi Kerja dan Lingkungan Kerja terhadap Kinerja Pegawai Sekretariat RSPAD Gatot Soebroto Ditkesad, secara parsial dan simultan. Populasi dalam penelitian ini adalah pegawai Militer dan PNS yang berdinast di Sekretariat RSPAD Gatot Soebroto Ditkesad yang berjumlah 145 orang dan pengambilan sampel menggunakan *Simple Random Sampling* untuk memperoleh sampel penelitian sebanyak 60 responden. Hasil analisis menunjukkan bahwa variabel kemampuan kerja berpengaruh signifikan terhadap kinerja pegawai dengan koefisien korelasi 0,699 dan *R Square* 48,9%, variabel motivasi kerja berpengaruh signifikan terhadap kinerja pegawai dengan koefisien korelasi 0,678 dan *R Square* 46%, dan variabel lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai dengan koefisien korelasi 0,777 dan *R Square* 60,4%. Sedangkan variabel kemampuan kerja, motivasi kerja dan lingkungan kerja secara simultan terhadap variabel kinerja pegawai dengan *Adjusted R square* sebesar 74,5%, dan $F_{hitung} = 58,438 > F_{tabel} = 2,769$ dengan probabilitas = $0,000 < 0,05$, artinya variabel kemampuan kerja, motivasi Kerja dan lingkungan kerja secara simultan berpengaruh signifikan terhadap kinerja pegawai Sekretariat RSPAD Gatot Soebroto Ditkesad.

Kata Kunci : Kemampuan Kerja, Motivasi Kerja, Lingkungan Kerja, Kinerja Pegawai.

THE INFLUENCE OF WORK ABILITY, MOTIVATION AND WORK ENVIRONMENT TO EMPLOYEE'S PERFORMANCE IN THE SECRETARIAT INDONESIA ARMY CENTRAL HOSPITAL

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Abstract

The research was conducted to determine and analyze the Influence Work ability, Motivation and Work Environment to Employee's Performance in the Secretariat Indonesia Army Central Hospital, partially and simultaneous. The population in the research are Military offices and civil servant who worked in the Secretariat Indonesia Army Central Hospital has totaling number about 145 people and using simple random sampling to aquire the research sample as many as 60 respondents. The results of analysis showed that the variables of workability is significantly influence to the employee's performance with a correlation coefficient about 0,699 and R Square 48,9%, the variables of motivation is significantly influence to the employee's performance with a correlation coefficient of the 0,678 and R Square 46%, and the variables of work environment is significantly influence to the employee's performance with a correlation coefficient of the 0,777 and R Sguare 60,4%. While the variables of workability, motivation and work environment simultaneously to the variables employee's performance with Adjusted R sguare as many as 74,5%, and $F_{count} = 58,438 > F_{table} = 2,769$ with probability = $0,000 < 0,05$, it means the variables of workability to work, motivation and work environment simultaneously significant effect to the employee's performance in the Secretariat Indonesia Army Central Hospital.

Key Words : Workability, Motivation, Work Environment, Employee's Performance.