

ABSTRACT

Rani Sagita, 20101155310695, majoring in management in 2020, the influence of work skills and work environment on work performance with organizational policies as an intervening variable, under the guidance of Mr. Mrs. Hilda Mary S.E., M.M and Mrs. Selvi Yona Sari, S.E. , M.M.

This research aims to determine how much influence work skills and work environment have on employee work performance with organizational policies as intervening variables at the Padang City Fire Department. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By distributing questionnaires to 66 respondents.

The results of data analysis conclude that there is a positive and significant influence of work skills variables on organizational policy variables. There is a positive and significant influence of work environment variables on organizational policy variables. There is a positive and significant influence of the work skills variable on the work performance variable. There is a positive and insignificant influence on work environment variables on work performance. There is a positive and insignificant influence of organizational policy variables on work performance variables. There is a positive and insignificant influence of the work skills variable on the work performance variable with the organizational policy variable as an intervening variable.

There is a positive and insignificant influence of work environment variables on work performance variables with organizational policy variables as intervening variables.

Keywords: Work Skills, Work Environment, Work Performance and Organizational Policies.