

ABSTRAK

Penelitian Ini Bertujuan Untuk Mengetahui Seberapa Besar Pembahasan Pengaruh Kemampuan Kerja Dan Lingkungan Kerja Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat. Metode Analisis Data berupa jenis Data Kuesioner dengan Sampel. Metode Analisis Data Yang Digunakan Adalah Analisis jenis Data Kuesioner. Terdapat pengaruh positif dan signifikan antara Kemampuan Kerja terhadap Kepuasan Kerja pada Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat. Terdapat pengaruh positif dan signifikan antara Lingkungan Kerja terhadap Kepuasan Kerja pada Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat. Terdapat pengaruh positif dan tidak signifikan antara Kemampuan Kerja terhadap Kinerja Pegawai pada Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat. Terdapat pengaruh positif dan signifikan antara Lingkungan Kerja terhadap Kinerja Pegawai pada Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat. Terdapat pengaruh positif dan signifikan antara Kepuasan Kerja terhadap Kinerja Pegawai pada Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat. Terdapat pengaruh positif dan tidak signifikan antara Kemampuan Kerja terhadap Kinerja Pegawai melalui Kepuasan Kerja sebagai variabel intervening pada Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat. Terdapat pengaruh positif dan signifikan antara Lingkungan Kerja terhadap Kinerja Pegawai melalui Kepuasan Kerja sebagai variabel intervening pada Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat.

Kata kunci : Kemampuan Kerja, Lingkungan Kerja, Kepuasan Kerja, Kinerja Pegawai

ABSTRACT

This research aims to find out how much influence work ability and work environment have on employee performance through job satisfaction as an intervening variable at the West Sumatra Province Manpower and Transmigration Service. The data analysis method is in the form of questionnaire data with samples. The data analysis method used is questionnaire data analysis. There is a positive and significant influence between Work Ability and Job Satisfaction at the West Sumatra Province Manpower and Transmigration Service. There is a positive and significant influence between the Work Environment and Job Satisfaction at the West Sumatra Province Manpower and Transmigration Service. There is a positive and insignificant influence between Work Ability and Employee Performance at the West Sumatra Province Manpower and Transmigration Service. There is a positive and significant influence between the work environment on employee performance at the West Sumatra Province Manpower and Transmigration Service. There is a positive and significant influence between Job Satisfaction on Employee Performance at the West Sumatra Province Manpower and Transmigration Service. There is a positive and insignificant influence between Work Ability on Employee Performance through Job Satisfaction as an intervention variable at the West Sumatra Province Manpower and Transmigration Service. There is a positive and significant influence between the Work Environment on Employee Performance through Job Satisfaction as an intervention variable at the West Sumatra Province Manpower and Transmigration Service.

Keywords: *Work Ability, Work Environment, Job Satisfaction, Employee Performance*