

intervening pada Kejaksaan Negeri Tanah Datar. Kompetensi kerja merupakan faktor penting yang mencerminkan keterampilan, pengetahuan, dan pengalaman pegawai dalam menjalankan tugasnya, sedangkan lingkungan kerja mencakup kondisi fisik maupun non-fisik yang dapat memengaruhi kenyamanan dan produktivitas pegawai. Selain itu, motivasi kerja berperan sebagai faktor yang dapat memperkuat atau memperlemah hubungan antara kompetensi kerja dan lingkungan kerja terhadap kinerja pegawai. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei yang melibatkan 56 responden yang dipilih melalui teknik *purposive sampling*. Pengolahan dan analisis data dilakukan dengan menggunakan metode *Structural Equation Modeling* (SEM) berbasis *Partial Least Square* (PLS) untuk menguji hubungan antara variabel yang diteliti.

Hasil penelitian menunjukkan bahwa kompetensi kerja tidak memiliki pengaruh signifikan terhadap motivasi kerja. Lingkungan kerja berpengaruh signifikan. Selain itu, kompetensi kerja dan lingkungan kerja juga berpengaruh langsung terhadap kinerja pegawai. Motivasi kerja terbukti menjadi variabel intervening yang memperkuat hubungan antara kompetensi kerja dan lingkungan kerja terhadap kinerja pegawai. Dengan demikian, peningkatan kompetensi kerja dan perbaikan lingkungan kerja dapat meningkatkan kinerja pegawai, terutama jika didukung oleh motivasi kerja yang tinggi.

Kata Kunci: Kompetensi Kerja, Lingkungan Kerja, Motivasi Kerja, dan Kinerja Pegawai

ABSTRACT

This research aims to analyze the influence of work competence and work environment on employee performance with work motivation as an intervening

variable at the *Kejaksaan Negeri Tanah Datar*. Work competence is an important factor that reflects the skills, knowledge, and experience of employees in carrying out their tasks, while the work environment includes both physical and non-physical conditions that can affect employee comfort and productivity. In addition, work motivation plays a role as a factor that can strengthen or weaken the relationship between work competence and the work environment on employee performance. This research uses a quantitative approach with a survey method involving 56 respondents selected through purposive sampling technique. Data processing and analysis are carried out using the Structural Equation Modeling (SEM) method based on Partial Least Square (PLS) to test the relationships between the variables studied.

The results of the study indicate that work competence does not have a significant effect on work motivation. The work environment has a significant influence. In addition, work competence and the work environment also directly affect employee performance. Work motivation is proven to be an intervening variable that strengthens the relationship between work competence and the work environment on employee performance. Thus, improving work competence and enhancing the work environment can increase employee performance, especially if supported by high work motivation.

Keywords: Work Competence, Work Environment, Employee Performance, and Work Motivation