

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisa Pengaruh Kedisiplinan dan Lingkungan Kerja Terhadap Kinerja Pegawai Dengan Semangat Kerja Sebagai Variabel Intervening Pada Perpustakaan Provinsi Sumatera Barat. Penelitian ini adalah model *Structural Equation Modeling* (SEM) dengan alat bantu analisa *SmartPLS* 3.0. Populasi dan sampel penelitian ini adalah pegawai instansi pada perpustakaan provinsi sumatera barat. Hasil penelitian ini menemukan terdapat pengaruh positif dan signifikan antara disiplin kerja terhadap semangat kerja. Terdapat pengaruh positif dan signifikan antara lingkungan kerja terhadap kinerja pegawai. Tidak terdapat pengaruh positif antara lingkungan kerja dan semangat kerja. Tidak terdapat pengaruh positif dan signifikan antara disiplin kerja terhadap kinerja pegawai. Tidak terdapat pengaruh positif dan signifikan terhadap semangat kerja terhadap kinerja pegawai. Tidak terdapat pengaruh positif dan signifikan disiplin kerja terhadap kinerja pegawai melalui semangat kerja dan lingkungan kerja terhadap kinerja pegawai melalui semangat kerja.

**Kata Kunci : Disiplin Kerja, Lingkungan Kerja, Kinerja Pegawai, Dan Semangat Kerja**

## **ABSTRACT**

*This study aims to determine and try to analyze the influence of Discipline and ork Environment on Employee Performance with Work Spirit as an Intervening Variable at the West Sumatra Provincial Library. This study is a strucutral equation modeling (SEM) model with SmartPLS 3.0 analysis tools. The population and sample of this study were employees of agencies at the west sumatra provincial library. The result of this study found that there was a positive and significant influence between ork discipline and work spirit. There was a positive and significant influence between work environment and employee performance. There was no positive influence between work environment and work spirit. There was no positive and significant inluemce between work discipline employee performance. There was no positive and significant influence of work spirit on employee performance. There was no positive and significant influence of work discipline on employee performance through work spirit and work environment on employee performance throug work spirit.*

**Keywords:** *work discipline, work environment, employee performance, and morale work*