

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Lingkungan kerja dan Disiplin kerja terhadap Kinerja Pegawai dengan Motivasi Kerja Sebagai Variabel Intervening Pada Dinas Perhubungan Kabupaten Solok, dibawah Bimbingan Ibuk Desi Permata Sari, SE. MM dan Ibuk Nia Nadilla, SE. MM Penelitian ini merupakan penelitian Kuantitatif. Metode pengumpulan data melalui kuesioner, dengan sampel 93 responden Pada Dinas Perhubungan Kabupaten Solok. Metode analisis yang digunakan adalah *path analysis*, analisis *Partial least square* (PLS), *outer model inner model* dan uji hipotesis. Pengolahan data dalam penelitian ini menggunakan *software* SmartPLS 3.0. Hasil penelitian dapat disimpulkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap motivasi kerja, disiplin kerja berpengaruh positif dan signifikan terhadap motivasi kerja, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, disiplin kerja berpengaruh positif terhadap kinerja pegawai, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai melalui motivasi kerja sebagai variabel intervening, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai melalui motivasi kerja sebagai variabel intervening.

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

ABSTRACT

This study aims to determine the effect of Work Environment and Work Discipline on Employee Performance with Work Motivation as an Intervening Variable at the Solok Regency Transportation Agency, under the guidance of Mrs. Desi Permata Sari, SE. MM and Mrs. Nia Nadilla, SE. MM This study is a Quantitative study. The method of data collection through questionnaires, with a sample of 93 respondents at the Solok Regency Transportation Agency. The analysis method used is path analysis, Partial least square (PLS) analysis, outer model inner model and hypothesis testing. Data processing in this study uses SmartPLS 3.0 software. The results of the study can be concluded that the work environment has a positive and significant effect on work motivation, work discipline has a positive and significant effect on work motivation, the work environment has a positive and significant effect on employee performance, work discipline has a positive effect on employee performance, work motivation has a positive and significant effect on employee performance, the work environment has a positive and significant effect on employee performance through work motivation as an intervening variable, work discipline has a positive and significant effect on employee performance through work motivation as an intervening variable.

Keywords: *Work Environment, Work Discipline, Employee Performance, Work Motivation.*