

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Iklim Kerja, Pengembangan Karir, Kepuasan Kerja Dan Lingkungan Kerja Terhadap Prestasi Kerja Pegawai Dinas Pendidikan Provinsi Sumatera Barat. Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 94 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda menggunakan SPSS.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Iklim Kerja, Pengembangan Karir dan Kepuasan Kerja berpengaruh signifikan terhadap Prestasi Kerja. Lingkungan Kerja berpengaruh tidak signifikan terhadap Prestasi Kerja. Secara simultan Iklim Kerja, Pengembangan Karir, Kepuasan Kerja dan Lingkungan Kerja berpengaruh signifikan terhadap Prestasi Kerja.

Kontibusi sumbangan variabel *independen* Iklim Kerja, Pengembangan Karir, Kepuasan Kerja dan Lingkungan Kerja terhadap variabel *dependen* Prestasi Kerja adalah sebesar 71,6%. Sedangkan sisanya adalah sebesar 28,4% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : Iklim Kerja, Pengembangan Karir, Kepuasan Kerja, Lingkungan Kerja dan Prestasi Kerja

ABSTRACT

This study aims to examine how much influence the work climate, career development, job satisfaction and work environment have on the work performance of the West Sumatra Provincial Education Office employees. The method of collecting data is through surveys and distributing questionnaires, with a sample of 94 respondents. The analytical method used is multiple linear regression analysis using SPSS.

The results obtained based on the partial test (t test) obtained that work climate, career development and job satisfaction have a significant effect on job performance. Work environment has no significant effect on work performance. Simultaneously work climate, career development, job satisfaction and work environment have a significant effect on job performance.

The contribution of the independent variables of Work Climate, Career Development, Job Satisfaction and Work Environment to the dependent variable of Work Achievement is 71.6%. While the remaining 28.4% is influenced by other variables outside of this study.

Keywords: Work Climate, Career Development, Job Satisfaction, Work Environment and Work Achievement