

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar, Pengaruh Penggunaan Teknologi Informasi, Disiplin Kerja, Lingkungan Kerja dan *Reward* Terhadap Kinerja Pegawai pada Kantor Bupati Mukomuko. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan Sampel 69 responden yang menggunakan metode teknik sampel *probably sampling* dengan pengambilan sampel secara acak dari populasi karna populasi dianggap homogen. Metode Analisis data yang digunakan adalah Metode Deskriptif dan Kuantitatif dengan menggunakan Program *Statistical Package for the Social Sciences* (SPSS).

Hasil analisis data menyimpulkan, (1.) terdapat, pengaruh positif yang tidak signifikan pada Penggunaan Teknologi Informasi terhadap Kinerja Pegawai, (2.) Terdapat pengaruh positif yang tidak signifikan antara Disiplin Kerja terhadap Kinerja Pegawai, (3.) Terdapat pengaruh positif yang signifikan pada Lingkungan kerja terhadap Kinerja Pegawai, (4.) Terdapat pengaruh positif dan signifikan antara *Reward* terhadap Kinerja pegawai, (5.) Secara keseluruhan terdapat pengaruh yang positif dan signifikan antara Penggunaan Teknologi Informasi, Disiplin Kerja, lingkungan kerja dan *Reward* terhadap Kinerja Pegawai, (6.) Kontribusi variabel Penggunaan Teknologi Informasi, Disiplin Kerja, lingkungan kerja dan *Reward* terhadap Kinerja Pegawai berpengaruh sebesar 83,4% sedangkan sisanya 16,6% dipengaruhi oleh variabel lain diluar penelitian ini.

Kata Kunci: Penggunaan Teknologi Informasi, Disiplin Kerja, Lingkungan Kerja, *Reward* dan Kinerja Pegawai.

ABSTRACT

This study aims to examine how much influence the use of information technology, work discipline, work environment and rewards have on employee performance at the Mukomuko Regent's Office. The method of collecting data is through surveys and distributing questionnaires, with a sample of 69 respondents using the probability sampling technique method by taking random samples from the population because the population is considered homogeneous. The data analysis method used is Descriptive and Quantitative Methods using the Statistical Package for the Social Sciences (SPSS) Program.

The results of the data analysis concluded, (1.) there was an insignificant positive effect on the use of information technology on employee performance, (2.) There is an insignificant positive effect between Work Discipline on Employee Performance, (3.) there was a significant positive effect on employee performance. Work environment on employee performance, (4.) There is a positive and significant influence between rewards on employee performance, (5.) Overall there is a positive and significant influence between the use of information technology, work discipline, work environment and rewards on employee performance, (6.) The contribution of the variables of Information Technology Use, Work Discipline, Work Environment and Rewards to Employee Performance has an effect of 83.4% while the remaining 16.6% is influenced by other variables outside of this study.

Keywords: *Use of Information Technology, Work Discipline, Work Environment, Reward and Employee Performance.*