

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar, Pengaruh Kompetensi Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan dengan Motivasi Kerja Sebagai Variabel Intervening Pada Dinas Pertanian Kota Solok. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan Sampel 121 responden yang di dapat dengan *total sampling* pada populasi pegawai Dinas Pertanian Kota Solok sebanyak 121 Orang. Metode yang di gunakan adalah Structur Equation Modeling (SEM) dengan partial Least Square (PLS).

Hasil analisis data menyimpulkan, (1.) Terdapat pengaruh yang tidak signifikan antara Kompetensi Kerja terhadap Motivasi Kerja. (2.) Terdapat pengaruh yang signifikan antara Lingkungan Kerja terhadap Motivasi Kerja. (3.) Terdapat pengaruh yang signifikan antara Kompetensi Kerja terhadap Kinerja Karyawan. (4.) Terdapat pengaruh yang tidak signifikan antara Lingkungan Kerja terhadap Kinerja Karyawan. (5.) Terdapat pengaruh yang signifikan antara Motivasi Kerja terhadap Kinerja Karyawan. (6.) Motivasi Kerja tidak memediasi pengaruh Kompetensi Kerja terhadap Kinerja Karyawan. (7.) Motivasi Kerja memediasi pengaruh Lingkungan Kerja terhadap Kinerja Karyawan pada Dinas Pertanian Kota Solok.

Kata Kunci : **Kompetensi Kerja, Lingkungan Kerja, Motivasi Kerja dan Kinerja Karyawan**

ABSTRACT

This study aims to examine how much, the influence of work competence and work environment on employee performance with work motivation as an intervening variable at the Agriculture Office of Solok City. The method of collecting data is through surveys and distributing questionnaires, with a sample of 121 respondents obtained with a total sampling of the population of employees of the Solok City Agriculture Service as many as 121 people. The method used is Structural Equation Modeling (SEM) with partial Least Square (PLS).

The results of data analysis concluded, (1.) There is an insignificant effect between Work Competence on Work Motivation. (2.) There is a significant influence between the work environment on work motivation. (3.) There is a significant influence between Work Competence on Employee Performance. (4.) There is an insignificant effect between the Work Environment on Employee Performance. (5.) There is a significant influence between work motivation on employee performance. (6.) Work Motivation does not mediate the effect of Work Competence on Employee Performance. (7.) Work Motivation mediates the influence of the Work Environment on Employee Performance at the Agriculture Service of Solok City.

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