

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Iklim kerja, Pengembangan karir, Lingkungan kerja, serta Kepuasan kerja terhadap Prestasi kerja karyawan suatu studi kasus di Kantor Dinas Perhubungan, Kabupaten Pasaman. Variabel penelitian yaitu iklim kerja (X1), Pengembangan Karir (X2) Lingkungan kerja (X3), kepuasan kerja (X4) dan Prestasi kerja karyawan (Y). Metode pengumpulan data melalui survei dan menyebarkan kuesioner dengan sampel 45 responden. Metode analisis yang digunakan adalah Analisis *Statistical product and service solutions* (SPSS). Untuk uji hipotesis digunakan yaitu *Path Coeficient* yaitu pengujian yang dilakukan untuk melihat pengaruh langsung dan *Indirect Effect* merupakan pengujian yang bertujuan untuk melihat pengaruh tidak langsung. Hasil penelitian yang didapatkan yaitu : a). Terdapat pengaruh positif dan signifikan antara Iklim Kerja terhadap Prestasi Kerja pada Kantor Dinas Perhubungan Kabupaten Pasaman, Sumatera Barat. b). Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Prestasi Kerja pada Kantor Dinas Perhubungan Kabupaten Pasaman, Sumatera Barat. c). Terdapat pengaruh positif dan signifikan antara Kepuasan kerja terhadap Prestasi kerja pada kantor Dinas perhubungan kabupaten pasaman, Sumatera Barat. d). Terdapat pengaruh yang signifikan secara simultan antara Iklim kerja, pengembangan karir, lingkungan kerja dan kepuasan kerja terhadap prestasi kerja pada kantor Dinas perhubungan kabupaten pasaman, Sumatera Barat. e). Terdapat pengaruh positif dan signifikan antara lingkungan kerja pada kantor dinas perhubungan kabupaten pasaman, Sumatera Barat.

Akhirnya penulis menyarankan Iklim Kerja melalui peningkatan Kepercayaan, Dukungan, Jujur dan menghargai, Resiko, Tujuan yang jelas. Pengembangan Karir melalui peningkatan Kepedulian para atasan, Perlakuan yang adil, Informasi promosi, Minat di promosikan, Tingkat kepuasan. Lingkungan Kerja melalui peningkatan Penerangan, Temperature atau suhu udara di tempat kerja, Ruang gerak yang diperlukan, Getaran mekanis di tempat kerja, Tata warna di tempat kerja, Kemampuan bekerja, Hubungan dengan pegawai lain.

Kata Kunci : Iklim kerja, Pengembangan karir, Lingkungan kerja, Kepuasan kerja , serta Prestasi kerja karyawan

ABSTRACT

This study aims to determine how much influence work climate, career development, work environment, and job satisfaction have on employee work performance in a case study at the Transportation Service Office, Pasaman Regency. The research variables are work climate (X1), career development (X2), Work environment (X3), Job satisfaction (X4) and Employee performance (Y). Methods of collecting data through surveys and distributing questionnaires with a sample of 45 respondents. The analytical method used is statistical analysis of product and service solutions (SPSS). To test the hypothesis, the path coefficient is used, which is a test carried out to see the direct effect and the indirect effect is a test that aims to see the indirect effect. The research results obtained are : a). There is a positive and significant influence between work climate on work performance at the transportation service office of Pasaman regency, west sumatera. b). There is a positive and significant influence between career development on work performance at the transportation service office of pasaman regency, west sumatera. c). There is positive and significant influence between job satisfaction and job performance at the transportation service office of pasaman regency, west sumatera. d). There is a significant influence between work climate, career development, work environment and job satisfaction on work performance at the transportation service office of pasaman regency, west sumatera. e). There is a positive and significant influence between the work environment at the pasaman regency transportation office, west sumatera.

Finally the author (a) suggest work climate through increased trust, support, honesty and respect, risk and clear goal. (b) Career development through increased concern for superiors, fair treatment, promotion information, interest in being promoted level of satisfaction. (c) Work environment through increasing lighting, temperature or air temperature workplace, space required for movement, mechanical vibration in the workplace, color schemes at work, ability to work, relationships with other employees.

Keywords :Work climate, career development, work environment, job satisfaction, and employee performance