

## **ABSTRAK**

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh kepribadian, stres kerja terhadap kinerja pegawai dengan lingkungan kerja sebagai variabel intervening di Dinas Sosial dan Tenaga Kerja Kabupaten Padang Pariaman. Metode Pengumpulan data data menggunakan kuesioner, dengan sampel 51 responden. Metode analisis data yang digunakan adalah Analisis Regresi Linear Berganda.

Hasil penelitian yang didapatkan Uji T (Uji Parsial) diperoleh kepribadian, stres kerja dan lingkungan secara parsial berpengaruh signifikan terhadap Kinerja Dinas Sosial dan Tenaga Kerja Kabupaten Padang Pariaman.

Berdasarkan hasil uji analisa secara tidak langsung diketahui ada pengaruh positif dan signifikan kepribadian terhadap kinerja setelah dimediasi oleh variabel lingkungan kerja. Diketahui bahwa ada pengaruh positif dan signifikan stres kerja terhadap kinerja setelah dimediasi oleh variabel lingkungan kerja

**Kata Kunci: Kepribadian, Stres Kerja, Kinerja Pegawai Lingkungan Kerja**

## **ABSTRACT**

*This study aims to examine how much influence personality, work stress has on employee performance with the work environment as an intervening variable in the Department of Social Service and Employee, Padang Pariaman Regency. The data collection method used a questionnaire, with a sample of 51 respondents. The data analysis method used is Multiple Linear Regression Analysis.*

*The result of the research is that the T test (partial test) shows that personality, work stress and the environment partially have a significant effect on the performance of the Social Service and Employee of Padang Pariaman Regency.*

*Based on the results of the analysis test, it is known that there is a positive and significant effect of personality on performance after being mediated by work environment variables. It is known that there is a positive and significant effect of work stress on performance after being mediated by work environment variables*

***Keywords: Personality, Job Stress, Employee Performance Work Environment***