

***THE EFFECT OF WORK ENVIRONMENT, WORK DISCIPLINE, WORK  
MOTIVATION, AND ORGANIZATIONAL COMMITMENT ON  
PERFORMANCE OF CIVIL SERVANTS AT REGIONAL SECRETARIAT  
OFFICES PANGANDARAN REGENCY***

***ABSTRACT***

By

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*The purpose of this study was to determine the effect of the work environment, work discipline, work motivation, and organizational commitment on the performance of civil servants at the Regional Secretariat Office of Pangandaran Regency partially. The influence of the work environment, work discipline, work motivation, and organizational commitment on the performance of civil servants at the Regional Secretariat Office of Pangandaran Regency simultaneously.*

*This research is a quantitative research with an explanatory survey method. The unit of analysis of this research is employees at the Regional Secretariat Office of Pangandaran Regency. Data collection methods include literature study and documentation study. Data analysis methods include validity and reliability tests, path analysis and hypothesis testing.*

*Based on the results of the study, it is known that the work environment has an effect on employee performance. Work discipline affects employee performance. Work motivation has an effect on employee performance. Organizational commitment has an effect on employee performance. Work environment, work discipline, work motivation and organizational commitment affect employee performance. The variable that has the most dominant influence on employee performance at the Regional Secretariat Office of Pangandaran Regency is the organizational commitment variable.*

*Keywords: Work Environment, Work Discipline, Work Motivation and Employee Performance*

**PENGARUH LINGKUNGAN KERJA, DISIPLIN KERJA, MOTIVASI  
KERJA, DAN KOMITMEN ORGANISASI TERHADAP KINERJA  
PEGAWAI NEGERI SIPIL PADA KANTOR SEKRETARIAT DAERAH  
KABUPATEN PANGANDARAN**

**ABSTRAK**

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Tujuan dari penelitian ini untuk mengetahui pengaruh lingkungan kerja, disiplin kerja, motivasi kerja, dan komitmen organisasi terhadap kinerja pegawai negeri sipil pada Kantor Sekretariat Daerah Kabupaten Pangandaran secara parsial. Pengaruh lingkungan kerja, disiplin kerja, motivasi kerja, dan komitmen organisasi terhadap kinerja pegawai negeri sipil pada Kantor Sekretariat Daerah Kabupaten Pangandaran secara simultan.

Penelitian ini termasuk penelitian kuantitatif dengan metode ekplanasi (*explanatory survey*). Unit analisis penelitian ini pegawai pada Kantor Sekretariat Daerah Kabupaten Pangandaran. Metode pengumpulan data meliputi studi kepustakaan dan studi dokumentasi. Metode analisis data meliputi uji validitas dan reliabilitas, analisis jalur (*path analisis*) dan uji hipotesis.

Berdasarkan hasil penelitian diketahui lingkungan kerja berpengaruh terhadap kinerja pegawai. Disiplin kerja berpengaruh terhadap kinerja pegawai. Motivasi kerja berpengaruh terhadap kinerja pegawai. Komitmen Organisasi berpengaruh terhadap kinerja pegawai. Lingkungan kerja, disiplin kerja, motivasi kerja dan komitmen organisasi berpengaruh terhadap kinerja pegawai. Variabel yang paling dominan pengaruhnya terhadap kinerja pegawai di Kantor Sekretariat Daerah Kabupaten Pangandaran adalah variabel komitmen organisasi.

Kata kunci: Lingkungan Kerja, Disiplin Kerja, Motivasi Kerja dan Kinerja Pegawai