

**PENGARUH LINGKUNGAN KERJA DAN PENELITIAN  
TERHADAP KINERJA PEGAWAI DI KANTOR  
KECAMATAN STM HILIR KABUPATEN  
DELI SERDANG**

**ABSTRAK**

Pokok Permasalahan dalam penelitian ini adalah apakah terdapat pengaruh yang signifikan antara lingkungan kerja dan pelatihan terhadap kinerja pegawai di Kantor Kecamatan STM Hilir Kabupaten Deli Serdang. Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja dan pelatihan terhadap kinerja pegawai di Kantor Kecamatan STM Hilir Kabupaten Deli Serdang. Pendekatan yang dilakukan dalam penelitian ini adalah kuantitatif melalui metode survei populasi, dengan populasi yang dituju adalah karyawan di Kantor Camat STM Hilir Kabupaten Deli Serdang. Jumlah Sampel sebanyak 33 karyawan.

Pengumpulan data dilakukan dengan menggunakan kuesioner, dan analisis data melibatkan analisis deskriptif, uji validitas, uji reliabilitas, uji normalitas, uji heteroskedastisitas, uji autokorelasi, koefisien determinasi<sup>2</sup>, analisis regresi berganda, uji t dan uji f. Hasil penelitian menunjukkan bahwa : 1) Terdapat pengaruh positif dan signifikan antara lingkungan kerja dan kinerja pegawai di Kantor Kecamatan STM Hilir Kabupaten Deli Serdang. 2) Terdapat pengaruh positif dan signifikan antara pelatihan yang diberikan kepada pegawai di Kantor Kecamatan STM Hilir Kabupaten Deli Serdang dengan kinerja pegawai. 3) Terdapat interaksi antara lingkungan kerja dan pelatihan yang berpengaruh positif terhadap kinerja pegawai di Kantor Kecamatan STM Hilir Kabupaten Deli Serdang.

**Kata Kunci : Lingkungan Kerja, Pelatihan, Kinerja Pegawai**

**THE INFLUENCE OF THE WORK ENVIRONMENT AND  
TRAINING ON EMPLOYEE PERFORMANCE AT THE  
STM HILIR SUB-DISTRICT OFFICE  
DELI SERDANG DISTRICT**

**ABSTRACT**

*The main problem in this research is whether there is a significant influence between the work environment and training on employee performance at the STM Hilir District Office, Deli Serdang Regency. This research aims to analyze the influence of the work environment and training on employee performance at the STM Hilir District Office, Deli Serdang Regency. The approach taken in this research is quantitative through a population survey method, with the target population being employees at the STM Hilir District Office, Deli Serdang Regency. The sample size is 33 employees.*

*Data collection was carried out using a questionnaire, and data analysis involved descriptive analysis, validity test, reliability test, normality test, heteroscedasticity test, autocorrelation test, coefficient of determination<sup>2</sup>, multiple regression analysis, t test and f test. The research results show that: 1) There is a positive and significant influence between the work environment and employee performance at the STM Hilir District Office, Deli Serdang Regency. 2) There is a positive and significant influence between the training given to employees at the STM Hilir District Office, Deli Serdang Regency and employee performance. 3) There is an interaction between the work environment and training which has a positive effect on employee performance at the STM Hilir District Office, Deli Serdang Regency.*

**Keywords: Work Environment, Training, Employee Performance**