

PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI PADA BADAN NARKOTIKA NASIONAL PROVINSI SUMATERA UTARA

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi dan lingkungan kerja terhadap kinerja pegawai di Badan Narkotika Nasional Provinsi Sumatera Utara. Sumber daya manusia merupakan aset penting dalam mencapai tujuan organisasi, di mana motivasi kerja dan lingkungan kerja berperan signifikan dalam menentukan kinerja individu. Motivasi diukur melalui indikator seperti balas jasa, kondisi kerja, fasilitas, prestasi kerja, dan pengakuan dari atasan. Sementara itu, lingkungan kerja meliputi fasilitas, kebisingan, sirkulasi udara, dan hubungan kerja. Penelitian ini menggunakan metode kuantitatif dengan pendekatan survei. Data primer dikumpulkan melalui kuesioner yang didistribusikan kepada 75 pegawai BNN Provinsi Sumatera Utara. Data dianalisis menggunakan regresi linier berganda untuk menguji hubungan antara variabel independen (motivasi dan lingkungan kerja) dengan variabel dependen (kinerja pegawai). Berdasarkan hasil penelitian (uji-t) motivasi (X1) berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai $T_{hitung} = 2,969 > T_{tabel} = 1,993$ dan mempunyai angka signifikansi sebesar $0,004 < 0,05$, lingkungan kerja (X2) dengan nilai $T_{hitung} = 5,886 > T_{tabel} 1.993$ dan mempunyai angka signifikansi sebesar $0,000 < 0,05$. Hasil penelitian menunjukkan bahwa motivasi memiliki pengaruh signifikan terhadap kinerja pegawai. Lingkungan kerja juga berpengaruh secara signifikan terhadap kinerja pegawai. Secara simultan, kedua variabel independen memberikan kontribusi positif terhadap peningkatan kinerja. Temuan ini menegaskan pentingnya perhatian terhadap motivasi dan lingkungan kerja untuk mengoptimalkan kinerja pegawai, sehingga dapat mendukung pencapaian tujuan organisasi.

Kata Kunci: Motivasi, Lingkungan Kerja, Kinerja Pegawai, BNNP Sumatera Utara.

**THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT ON
EMPLOYEE PERFORMANCE AT THE NATIONAL NARCOTICS AGENCY
OF NORTH SUMATRA PROVINCE**

ABSTRACT

This research aims to analyze the influence of motivation and work environment on employee performance at the National Narcotics Agency of North Sumatra Province. Human resources are important assets in achieving organizational goals, where work motivation and work environment play a significant role in determining individual performance. Motivation is measured through indicators such as remuneration, working conditions, facilities, work performance, and recognition from superiors. Meanwhile, the work environment includes facilities, noise, air circulation and work relations. This research uses quantitative methods with a survey approach. Primary data was collected through questionnaires distributed to 75 North Sumatra Province BNN employees. Data were analyzed using multiple linear regression to test the relationship between the independent variables (motivation and work environment) and the dependent variable (employee performance). Based on the research results (t-test), motivation (X1) has a positive and significant effect on employee performance with a value of $T_{count} = 2.969 > T_{table} = 1.993$ and has a significance figure of $0.004 < 0.05$, work environment (X2) with a value of $T_{count} = 5.886 > T_{table} = 1.993$ and has a significance figure of $0.000 < 0.05$. The research results show that motivation has a significant influence on employee performance. The work environment also has a significant effect on employee performance. Simultaneously, the two independent variables make a positive contribution to improving performance. These findings emphasize the importance of paying attention to motivation and the work environment to optimize employee performance, so that it can support the achievement of organizational goals.

Keywords: *Motivation, Work Environment, Employee Performance, North Sumatra BNNP.*