

ABSTRAK

Tesis ini berjudul **PENGARUH IKLIM ORGANISASI, LINGKUNGAN KERJA FISIK DAN LINGKUNGAN KERJA NON FISIK TERHADAP KINERJA PEGAWAI (Studi pada Pegawai Kantor Komisi Pemilihan Umum dan Badan Pengawas Pemilihan Umum Kabupaten Ciamis)**, Yulian Nisa, NIM. 08302223026. Iklim organisasi dan lingkungan kerja yang terdapat di dalam suatu lembaga dapat mempengaruhi kinerja pegawai. Iklim organisasi serta lingkungan kerja baik itu lingkungan kerja fisik maupun lingkungan kerja non fisik memiliki pengaruh yang sangat penting terhadap kinerja dalam suatu lembaga. Oleh karena itu, suatu lembaga harus selalu memperhatikan serta dapat menciptakan iklim serta lingkungan kerja yang baik, nyaman, dan kondusif sehingga akan membuat pegawai menjadi lebih fokus dalam melakukan pekerjaannya serta memiliki rasa tanggung jawab yang tinggi. Masalah kinerja pegawai KPU dan Bawaslu Kabupaten Ciamis belum optimal, dikarenakan dari iklim organisasi yang masih kaku serta lingkungan kerja yang masih belum optimal. metode yang digunakan dalam penelitian ini adalah metode dengan pendekatan kuantitatif. Sedangkan untuk menganalisis data yang diperoleh digunakan analisis regresi linier berganda, korelasi berganda, koefisien determinasi, uji t dan uji f. Hasil penelitian sebagai berikut: 1). Iklim organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai. Artinya jika iklim organisasi meningkat, maka akan diikuti oleh peningkatan kinerja pegawai. 2). Lingkungan kerja fisik berpengaruh negatif dan tidak signifikan terhadap kinerja pegawai. Artinya jika lingkungan kerja fisik meningkat, maka belum tentu diikuti oleh peningkatan kinerja pegawai. 3). Lingkungan kerja non fisik berpengaruh positif dan signifikan terhadap kinerja pegawai. Artinya jika lingkungan kerja non fisik meningkat, maka akan diikuti oleh peningkatan kinerja pegawai. 4). Iklim organisasi, lingkungan kerja fisik dan lingkungan kerja non fisik berpengaruh positif dan signifikan terhadap kinerja pegawai. Artinya jika iklim organisasi, lingkungan kerja fisik dan lingkungan kerja non fisik meningkat, maka akan diikuti oleh peningkatan kinerja pegawai. Begitu juga sebaliknya, jika iklim organisasi, lingkungan kerja fisik dan lingkungan kerja non fisik menurun maka akan diikuti oleh penurunan kinerja pegawai pada Kantor KPU dan Bawaslu Kabupaten Ciamis.

Kata kunci: Iklim Organisasi, Kinerja Pegawai, Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik.

ABSTRACT

This thesis is entitled THE EFFECT OF ORGANIZATIONAL CLIMATE, PHYSICAL WORK ENVIRONMENT AND NON-PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE (Study on KPU and Bawaslu Office Employees in Ciamis Regency), Yulian Nisa, NIM. 08302223026. The organizational climate and work environment contained in an institution can affect employee performance. The organizational climate and work environment, both the physical work environment and the non-physical work environment, have a very important influence on performance in an institution. Therefore, an institution must always pay attention and be able to create a good, comfortable, and conducive work climate and environment so that it will make employees more focused in doing their work and have a high sense of responsibility. The performance problems of KPU and Bawaslu employees in Ciamis Regency are not yet optimal, due to the still rigid organizational climate and the work environment that is still not optimal. the method used in this research is a method with a quantitative approach. Meanwhile, to analyze the data obtained, multiple linear regression analysis, multiple correlation, coefficient of determination, t test and f test were used. The research results are as follows: 1). Organizational climate has a positive and significant effect on employee performance. This means that if the organizational climate increases, it will be followed by an increase in employee performance. 2). The physical work environment has a negative and insignificant effect on employee performance. This means that if the physical work environment increases, it will be not followed by an increase in employee performance even though it is not significant. 3). The non-physical work environment has a positive and significant effect on employee performance. This means that if the non-physical work environment increases, it will be followed by an increase in employee performance. Vice versa, if the non-physical work environment decreases, it will be followed by a decrease in employee performance at the KPU Office and Bawaslu Ciamis Regency. 4). Organizational climate, physical work environment and non-physical work environment have a positive and significant effect on employee performance. This means that if the organizational climate, physical work environment and non-physical work environment increase, it will be followed by an increase in employee performance. Vice versa, if the organizational climate, physical work environment and non-physical work environment decrease, it will be followed by a decrease in employee performance at the KPU Office and Bawaslu Ciamis Regency.

Keywords: Organizational Climate, Physical Work Environment, Non-Physical Work Environment, Employee Performance.