

ABSTRAK

Nusul Fikran. 2025. Pengaruh Lingkungan Kerja dan Partisipasi Masyarakat terhadap Kinerja Pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Gowa. Skripsi Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing oleh: Sitti Nurbaya dan Zalkha Soraya.

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja dan partisipasi masyarakat terhadap kinerja pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Gowa. Jenis penelitian yang digunakan adalah penelitian kuantitatif dengan pendekatan deskriptif. Data dikumpulkan melalui kuesioner yang disebarakan kepada 54 responden yang merupakan seluruh pegawai di lingkungan instansi tersebut. Teknik analisis data yang digunakan meliputi analisis deskriptif, uji asumsi klasik, analisis regresi linear berganda, uji T, uji F, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel lingkungan kerja dan partisipasi masyarakat berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan, lingkungan kerja dan partisipasi masyarakat tidak berpengaruh signifikan terhadap kinerja pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Gowa.

Kata Kunci : Lingkungan Kerja, Partisipasi Masyarakat, Kinerja Pegawai

ABSTRACT

Nusul Fikran. 2025. *The Influence of Work Environment and Community Participation on Employee Performance at the Department of Population and Civil Registration of Gowa Regency. Undergraduate Thesis, Management Study Program, Faculty of Economics and Business, University Muhammadiyah Makassar. Supervised by Sitti Nurbaya and Zalkha Soraya.*

This study aims to determine the influence of the work environment and community participation on the performance of employees at the Department of Population and Civil Registration of Gowa Regency. This research uses a quantitative descriptive approach. Data were collected through questionnaires distributed to 54 respondents who are employees of the department. Data analysis techniques include descriptive analysis, classical assumption tests, multiple linear regression analysis, t-test, F-test, and coefficient of determination. The results show that partially, both work environment and community participation variables have a positive and significant effect on employee performance. However, simultaneously, the work environment and community participation do not have a significant effect on the performance of employees at the Department of Population and Civil Registration of Gowa Regency.

Keywords: *Work Environment, Community Participation, Employee Performance*