

ABSTRAK

NURUL HAMDILLAH. 2025 . Pengaruh Komunikasi, Motivasi Kerja dan Lingkungan Kerja Terhadap Kinerja Pegawai Dinas Kesehatan Kota Makassar. Skripsi. Jurusan Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing oleh: M. Hidayat dan Asdar

Penelitian ini bertujuan untuk mengetahui pengaruh komunikasi, motivasi kerja, dan lingkungan kerja terhadap kinerja pegawai di Dinas Kesehatan Kota Makassar. Pendekatan yang digunakan adalah kuantitatif dengan metode regresi linear berganda guna menguji hubungan antara variabel bebas dan variabel terikat. Penelitian ini melibatkan 128 responden yang merupakan pegawai Dinas Kesehatan Kota Makassar, yang dipilih melalui teknik *random sampling*. Data penelitian dianalisis menggunakan perangkat lunak SPSS versi 27. Hasil penelitian menunjukkan bahwa: 1) Komunikasi berpengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Kesehatan Kota Makassar. Komunikasi yang berlangsung secara efektif, jelas, dan terarah antara pimpinan dan pegawai berkontribusi dalam meningkatkan pemahaman terhadap tugas serta mendukung pencapaian kinerja pegawai. 2) Motivasi kerja berpengaruh negatif terhadap kinerja pegawai di Dinas Kesehatan Kota Makassar. Peningkatan motivasi kerja diikuti oleh penurunan kinerja pegawai dalam model penelitian yang digunakan. dan 3) Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Kesehatan Kota Makassar. Lingkungan kerja yang kondusif, aman, dan nyaman, serta didukung oleh hubungan kerja yang harmonis dan ketersediaan fasilitas yang memadai, berperan penting dalam meningkatkan kinerja pegawai.

Kata Kunci: Komunikasi, Motivasi kerja, Lingkungan kerja dan Kinerja pegawai

ABSTRACT

NURUL HAMDILLAH. 2025. *The Influence of Communication, Work Motivation, and Work Environment on Employee Performance at the Makassar City Health Office. Undergraduate Thesis. Department of Management, Faculty of Economics and Business, Oniversity Muhammadiyah Makassar. Supervised by: M. Hidayat and Asdar.*

This study aims to determine the effect of communication, work motivation, and work environment on employee performance at the Makassar City Health Office. A quantitative approach was used with multiple linear regression to test the relationship between independent and dependent variables. This study involved 128 respondents who were employees of the Makassar City Health Office, selected through random sampling. The research data were analyzed using SPSS software version 27. The results showed that: 1) Communication had a positive and significant effect on employee performance at the Makassar City Health Office. Effective, clear, and focused communication between leaders and employees contributed to improving understanding of tasks and supporting the achievement of employee performance. 2) Work motivation had a negative on employee performance at the Makassar City Health Office. An increase in work motivation was followed by a decrease in employee performance in the research model used. and 3) The work environment has a positive and significant effect on employee performance at the Makassar City Health Office. A conducive, safe, and comfortable work environment, supported by harmonious working relationships and the availability of adequate facilities, plays an important role in improving employee performance.

Keywords: Communication, Work Motivation, Work Environment, Employee Performance