

ABSTRAK

Nurwanda.2019. Pengaruh Insentif dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Satuan Pengembangan Sistem Penyediaan Air Minum Provinsi Sulawesi Selatan, Skripsi Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing oleh Bapak Ismail Rasulong dan Bapak Abd. Rahman Rahim.

Penelitian ini bertujuan untuk mengetahui pengaruh insentif dan lingkungan kerja terhadap kinerja pegawai pada Kantor Satuan Pengembangan Sistem Penyediaan Air Minum Provinsi Sulawesi Selatan. Populasi dalam penelitian ini adalah seluruh pegawai pada Kantor Satuan Pengembangan Sistem Penyediaan Air Minum Provinsi Sulawesi Selatan. Penentuan sampel dalam penelitian ini, menggunakan metode sensus yakni mengambil seluruh populasi yang ada. Data penelitian dianalisis menggunakan metode analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa (1). Insentif berpengaruh positif dan signifikan terhadap kinerja pegawai pada Kantor Satuan Pengembangan Sistem Penyediaan Air Minum Provinsi Sulawesi Selatan, (2). Lingkungan kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai pada Kantor Satuan Pengembangan Sistem Penyediaan Air Minum Provinsi Sulawesi Selatan, dan (3). Insentif dan lingkungan kerja secara simultan memberikan pengaruh pada kinerja pegawai pada Kantor Satuan Pengembangan Sistem Penyediaan Air Minum Provinsi Sulawesi Selatan sebesar 75,50%.

Kata kunci : Insentif, lingkungan kerja dan kinerja pegawai

ABSTRACT

Nurwanda. 2019. The Effect of Incentives and Work Environment on Employee Performance at the Office of the Development Unit of the Water Supply System in South Sulawesi Province, Thesis, Management Study Program of the Faculty of Economics and Business, University of Muhammadiyah Makassar. Guided by Mr. Ismail Rasulong and Mr. Abd.Rahman Rahim.

This study aims to determine the effect of incentives and work environment on employee performance at the Office of the Development of the Water Supply System in South Sulawesi Province. The population in this study were all employees at the Office of the Development of the Water Supply System in South Sulawesi Province. Determination of the sample in this study, using the census method that is taking all the existing population. The research data were analyzed using multiple linear regression analysis.

The results of the study show that (1). Incentives have a positive and significant effect on employee performance at the Office of the Water Supply System Development Unit of South Sulawesi Province, (2). The work environment has a positive and not significant effect on employee performance at the Office of the Development of the Water Supply System in South Sulawesi Province, and (3). The incentives and work environment simultaneously give effect to the performance of employees at the Office of the Development of the Water Supply System in South Sulawesi Province at 75.50%.

Keywords: Incentives, work environment and employee performance