

ABSTRAK

PENGARUH KEPEMIMPINAN, KOMUNIKASI, DAN LINGKUNGAN KERJA TERHADAP KINERJA APARATUR SIPIL NEGARA Studi pada Dinas Pendidikan, Kepemudaan, dan Olah Raga Kabupaten Temanggung

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh secara simultan kepemimpinan, komunikasi, dan lingkungan kerja terhadap kinerja karyawan (2) pengaruh secara parsial kepemimpinan terhadap kinerja karyawan, (2) pengaruh secara parsial komunikasi terhadap kinerja karyawan, (3) pengaruh secara parsial lingkungan kerja terhadap kinerja karyawan. Sampel penelitian diambil sebanyak 40 dari total populasi sebanyak 73 ASN Dinas Pendidikan, Kepemudaan, dan Olah Raga Kabupaten Temanggung. Teknik pengambilan sampel dengan *purposive sampling*. Data diperoleh dengan pembagian kuisioner secara langsung kepada 40 responden. Teknik analisis data dalam penelitian ini menggunakan analisis deskriptif, uji asumsi klasik, dan analisis regresi linier berganda dengan menggunakan program aplikasi IBM SPSS *Statistic*. Hasil penelitian menunjukkan bahwa: (1) kepemimpinan, komunikasi, lingkungan kerja secara simultan berpengaruh positif terhadap kinerja karyawan. (2) kepemimpinan secara parsial tidak berpengaruh terhadap kinerja karyawan (3) komunikasi secara parsial berpengaruh terhadap kinerja karyawan (4) lingkungan kerja secara parsial berpengaruh terhadap kinerja karyawan

Kata kunci: Kepemimpinan, Komunikasi, Lingkungan Kerja, Kinerja Karyawan

ABSTRACT

**THE INFLUENCE OF LEADERSHIP, COMMUNICATION, AND THE
WORK ENVIRONMENT ON PERFORMANCE
STATE CIVIL APPARATUS
Study at the Department of Education,
Youth, and Sports Temanggung Regency**

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This study aims to determine: (1) the simultaneous influence of leadership, communication, and work environment on employee performance (2) partial influence of leadership on employee performance, (2) partial influence of communication on employee performance, (3) partial influence work environment on employee performance. The research sample was taken as many as 40 of the total population of 73 ASN of the Department of Youth Education, and Sports of Temanggung Regency. The sampling technique is purposive sampling. Data were obtained by distributing questionnaires directly to 40 respondents. The data analysis technique in this study used descriptive analysis, classical assumption test, and multiple linear regression analysis using the IBM SPSS Statistic application program. The results showed that: (1) leadership, communication, work environment simultaneously had a positive effect on employee performance. (2) leadership partially has no effect on employee performance (3) communication partially affects employee performance (4) work environment partially affects employee performance.

Keywords: Leadership, Communication, Work Environment, Employee Performance