

ABSTRAK

Handayani, Ridha. 2020. “Pengaruh Kemampuan Kerja dan Lingkungan Kerja Terhadap Kinerja Pegawai di Ombudsman RI Perwakilan Kalimantan Selatan”. Skripsi. Program Studi Manajemen. Sekolah Tinggi Ilmu Manajemen Indonesia (STIMI) Banjarmasin. Pembimbing (1) Dr. Nurhikmah, S.H., M.H., M.M. (2) Muhammad Nurdin, S.Sos., M.M.

Tujuan penelitian ini adalah untuk mengetahui : 1. Pengaruh kemampuan kerja terhadap kinerja pegawai di Ombudsman RI Perwakilan Kalimantan Selatan; 2. Pengaruh lingkungan kerja terhadap kinerja pegawai di Ombudsman RI Perwakilan Kalimantan Selatan; 3. Pengaruh kemampuan kerja dan lingkungan kerja secara simultan terhadap kinerja pegawai di Ombudsman RI Perwakilan Kalimantan Selatan.

Populasi dalam penelitian ini adalah seluruh pegawai di Ombudsman RI Perwakilan Kalimantan Selatan. Sampel penelitian diambil berdasarkan teknik sampling jenuh dengan total sampel 21 orang. Metode analisis pada penelitian ini menggunakan uji analisis linear berganda digunakan untuk menguji apakah kemampuan kerja berpengaruh terhadap kinerja pegawai di Ombudsman RI Perwakilan Kalimantan Selatan dan apakah lingkungan kerja berpengaruh terhadap kinerja pegawai di Ombudsman RI Perwakilan Kalimantan Selatan. Metode penelitian lainnya yang digunakan pada penelitian ini yaitu uji simultan (Uji F) digunakan untuk menguji apakah kemampuan kerja dan lingkungan kerja berpengaruh secara simultan terhadap kinerja pegawai di Ombudsman RI Perwakilan Kalimantan Selatan. Alat uji yang digunakan yaitu *Statistical Package for the Social Sciences (SPSS) For Windows*.

Berdasarkan hasil penelitian ini maka dapat disimpulkan sebagai berikut :1. kemampuan kerja berpengaruh terhadap kinerja pegawai Ombudsman RI Perwakilan Kalimantan Selatan. Dibuktikan dengan nilai t hitung $> t$ tabel. 2. Lingkungan kerja tidak memberikan pengaruh signifikan terhadap kinerja pegawai Ombudsman RI Perwakilan Kalimantan Selatan. Dibuktikan dengan nilai t hitung $< t$ tabel. 3. Kemampuan kerja dan lingkungan kerja berpengaruh secara simultan terhadap kinerja pegawai Ombudsman RI Perwakilan Kalimantan Selatan. Dibuktikan dengan nilai F hitung $> F$ tabel.

ABSTRACT

Handayani, Ridha. 2020. *"The Influence of Work Ability and Work Environment on Employee Performance at the Indonesian Ombudsman Representative for South Kalimantan"*. Thesis. Management Study Program. Indonesian College of Management Science (STIMI) Banjarmasin. Supervisor (1) Dr. Nurhikmah, S.H., M.H., M.M. (2) Muhammad Nurdin, S.Sos., M.M.

The purpose of this research is to determine: 1. The influence of work ability on employee performance at the Indonesian Ombudsman Representative for South Kalimantan; 2. The influence of the work environment on employee performance at the Indonesian Ombudsman Representative for South Kalimantan; 3. Simultaneous influence of work ability and work environment on employee performance at the Indonesian Ombudsman Representative for South Kalimantan.

The population in this study were all employees at the Indonesian Ombudsman Representative for South Kalimantan. The research sample was taken based on a saturated sampling technique with a total sample of 21 people. The analytical method in this research uses multiple linear analysis tests to test whether work ability influences employee performance at the Indonesian Ombudsman Representative for South Kalimantan and whether the work environment influences employee performance at the Indonesian Ombudsman Representative for South Kalimantan. Another research method used in this research is the simultaneous test (F Test) which is used to test whether work ability and work environment simultaneously influence employee performance at the Indonesian Ombudsman Representative for South Kalimantan. The test tool used is the Statistical Package for the Social Sciences (SPSS) For Windows.

Based on the results of this research, it can be concluded as follows: 1. Work ability influences the performance of the Indonesian Ombudsman Representative for South Kalimantan employees. Proven by the calculated t value $> t$ table. 2. The work environment does not have a significant influence on the performance of the Indonesian Ombudsman Representative for South Kalimantan employees. Proven by the calculated t value $< t$ table. 3. Work ability and work environment simultaneously influence the performance of the Indonesian Ombudsman Representative for South Kalimantan employees. Proven by the calculated F value $> F$ table.