

ABSTRAK

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Pengaruh Pelatihan dan Lingkungan Kerja terhadap Kinerja Pegawai Sekretariat Dewan Perwakilan Rakyat Daerah (DPRD) Kabupaten Cianjur.

Kinerja pegawai merupakan faktor penting dalam mendukung tercapainya tujuan organisasi. Sekretariat Dewan Perwakilan Rakyat Daerah (DPRD) Kabupaten Cianjur dituntut memiliki pegawai yang berkualitas dan berkinerja tinggi. Namun, masih terdapat permasalahan terkait pelaksanaan pelatihan dan kondisi lingkungan kerja yang berpotensi memengaruhi kinerja pegawai. Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan dan lingkungan kerja terhadap kinerja pegawai Sekretariat DPRD Kabupaten Cianjur. Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif dan verifikatif. Data diperoleh melalui kuesioner yang disebarakan kepada 50 pegawai dengan teknik sampling jenuh. Analisis data menggunakan metode *Structural Equation Modeling-Partial Least Square* (SEM-PLS) dengan bantuan SmartPLS 3. Hasil penelitian menunjukkan bahwa pelatihan berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai T-statistic sebesar 7,720 dan P-value sebesar 0,000. Lingkungan kerja tidak berpengaruh signifikan terhadap kinerja pegawai dengan nilai T-statistic sebesar 1,524 dan P-value sebesar 0,128. Nilai R-Square sebesar 0,820 menunjukkan bahwa pelatihan dan lingkungan kerja mampu menjelaskan kinerja pegawai sebesar 82,0%, sedangkan 18,0% dipengaruhi oleh faktor lain yang tidak diteliti.

Kata Kunci: Pelatihan, Lingkungan Kerja, Kinerja Pegawai, SEM-PLS, Sekretariat DPRD Kabupaten Cianjur.

ABSTRACT

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The Influence of Training and Work Environment on Employee Performance at the Regional House of Representatives Secretariat (DPRD) of Cianjur Regency.

Employee performance is an important factor in supporting the achievement of organizational goals. The Secretariat of the Regional People's Representative Council (DPRD) of Cianjur Regency is required to have qualified and high-performing employees. However, there are still problems related to training implementation and working environment conditions that may affect employee performance. This study aims to analyze the effect of training and work environment on employee performance at the Secretariat of the DPRD of Cianjur Regency. This study used a quantitative method with a descriptive and verificative approach. Data were collected through questionnaires distributed to 50 employees using a saturated sampling technique. Data analysis was conducted using Structural Equation Modeling-Partial Least Square (SEM-PLS) with the assistance of SmartPLS 3. The results showed that training had a positive and significant effect on employee performance, with a T-statistic of 7.720 and a P-value of 0.000. The work environment had no significant effect on employee performance, with a T-statistic of 1.524 and a P-value of 0.128. The R-Square value of 0.820 indicates that training and work environment explain 82.0% of employee performance, while the remaining 18.0% is influenced by other factors not examined in this study.

Keywords: *Training, Work Environment, Employee Performance.*