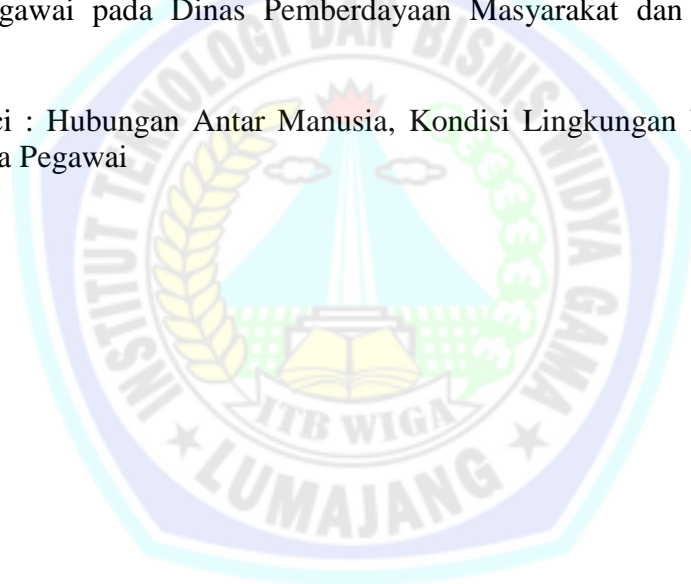


## ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh hubungan antar manusia, kondisi lingkungan kerja dan etos kerja terhadap kinerja pegawai pada Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Lumajang, baik secara parsial. Jenis penelitian yang digunakan adalah kuantitatif. Penelitian ini dilakukan dengan jumlah responden sebanyak 48 pegawai PNS dan pegawai NON PNS. Teknik pengambilan sampel yang digunakan adalah sampel jenuh atau mengambil sampel dari semua responden. Pengujian hipotesis dilakukan dengan uji regresi linier berganda. melalui program SPSS 16.0. Hasil penelitian menunjukkan bahwa variabel hubungan antar manusia secara parsial tidak berpengaruh terhadap kinerja pegawai pada Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Lumajang, sedangkan variabel kondisi lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai pada Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Lumajang dan etos kerja secara parsial tidak berpengaruh terhadap kinerja pegawai pada Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Lumajang.

Kata Kunci : Hubungan Antar Manusia, Kondisi Lingkungan Kerja, Etos Kerja dan Kinerja Pegawai



## **ABSTRACT**

*The purpose of this study was to determine the effect of human relations, working environment conditions and work ethic on employee performance at the Lumajang District Community and Village Empowerment Office both partially. The type of research used is descriptive with associative causal approaches. This research was conducted with the number of respondents as many as 48 civil servants and NON PNS employees. The sampling technique used is saturated samples or taking samples from all respondents. Hypothesis testing is done by multiple linear regression tests. through the SPSS 16.0 program. The results showed that the human relations variable partially had no effect on employee performance in the Community and Village Empowerment Service of Lumajang Regency, while the variables of the working environment had a significant effect on employee performance in the Lumajang District Community and work ethic variable partially had no effect on employee performance in the Community and Village Empowerment Service of Lumajang Regency. and Village Empowerment Service. And simultaneously from the human relations variable, the conditions of the work environment and work ethic have a significant effect on employee performance variables in the Lumajang District Community and Village Empowerment Service.*

*Keywords: Human Relation Effect, Work Environmentconditions, Work Ethos On Employee Performance, Empowerment Service*