

## **ABSTRAK**

Penelitian ini bertujuan untuk menguji dan menganalisis kinerja pegawai di Kantor Kecamatan Pekalongan Barat melalui pengaruh Disiplin Kerja, Komitmen Organisasi dan Lingkungan Kerja terhadap Kinerja Pegawai. Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian korelasional dengan metode pengumpulan data menggunakan data kuesioner serta, metode analisis regresi linier berganda. Objek penelitian ini ditunjukkan pada pegawai Kantor Kecamatan Pekalongan Barat. Dalam penelitian ini ada 35 pegawai yang digunakan sebagai sampel dengan metode yang digunakan adalah pengambilan sensus. Berdasarkan hasil penelitian ini menunjukkan hasil Lingkungan Kerja, Komitmen Organisasi dan Disiplin Kerja berpengaruh pada Kinerja Pegawai Kantor Kecamatan Pekalongan Barat.

**Kata Kunci** : Kinerja Pegawai, Lingkungan Kerja, Komitmen Organisasi,  
Disiplin Kerja

## ABSTRACT

*This study aims to test and analyze the performance of employees in Kanot West Pekalongan District through the influence of Work Discipline, Organizational Commitment and Work Environment to Employee Performance. The type of research used in this study is correlational research with data collection methods using questionnaire data as well as, multiple linear regression analysis methods. The object of this research is aimed at employees of the West Pekalongan Sub-District Office. The object of this research is aimed at employees of the West Pekalongan Sub-District Office. In this study there were 35 employees who were used as samples with the method used is census retrieval. Based on the results of this study shows the results of the Work Environment, Organizational Commitment and Work Discipline influenced the Performance of Employees of the West Pekalongan Subdistrict Office.*

**Keywords** : *Employee Performance, Work Environment, Organizational Commitment, Work Discipline*