ABSTRAK

Kinerja pegawai adalah hasil kerja yang dicapai dalam menjalankan tugas sesuai tanggung jawab, meliputi kualitas, kuantitas, dan ketepatan waktu. Di Kantor Balai Desa Kecamatan Pekuncen, kinerja pegawai menjadi faktor utama keberhasilan organisasi karena menentukan kualitas pelayanan kepada masyarakat. Kinerja yang baik akan mempercepat pelayanan, meningkatkan kepuasan masyarakat, dan membantu tercapainya tujuan desa secara efektif. Penelitan ini bertujuan menganalisis pengaruh gaya kepemimpinan, lingkungan kerja, disiplin kerja, motivasi kerja, dan kepuasaan kerja terhadap kinerja pegawai. Penelitian ini dilakukan di kantor Balai Desa di Kecamatan Pekuncen. Jumlah sampel 160 responden dengan menggunakan metode *accidental sampling.* Populasi penelitian ini adalah 16 kantor desa di Kecamatan Pekuncen. Teknik pengambilan sampel menggunakan purposive sampling dengan memilih 10 desa sebagai lokasi penelitian. Jumlah sampel yang direncanakan sebanyak 160 responden, namun data yang berhasil dikumpulkan sebanyak 130 responden. Hal ini disebabkan oleh tidak adanya respons dari 6 desa yang menjadi bagian dari sampel, sehingga tidak seluruh kuesioner dapat kembali dan diolah dalam penelitian. Hasil Penelitian ini menunjukkan bahwa Gaya kepemimpinan berpengaruh positif terhadap kinerja pegawai dan lingkungan kerja berpengaruh positif terhadap kinerja pegawai, disiplin kerja berpengaruh positif terhadap kinerja pegawai, motivasi kerja berpengaruh positif terhadap kinerja pegawai, kepuasan kerja berpengaruh positif terhadap kinerja pegawai.

Kata kunci: Gaya Kepemimpinan, Lingkungan Kerja, Disiplin Kerja, Motivasi kerja, Kepuasan Kerja, Kinerja Pegawai.

ABSTRACT

Employee performance is the work results achieved in carrying out tasks according to responsibilities, including quality, quantity, and timeliness. At the Pekuncen District Village Office, employee performance is a key factor in the success of the organization because it determines the quality of services to the community. Good performance will accelerate service, increase public satisfaction, and help achieve the village's goals effectively. This study aims to analyze the influence of leadership style, work environment, work discipline, work motivation, and job satisfaction on employee performance. This research was conducted at the village office in Pekuncen District. The sample size was 160 respondents using the accidental sampling method. The research population comprised 16 village offices in Pekuncen District. The sampling technique used purposive sampling by selecting 10 villages as research locations. The planned sample size was 160 respondents, but the data successfully collected amounted to 130 respondents. This was due to the lack of responses from 6 villages that were part of the sample, so not all questionnaires could be returned and processed in the study. The results of this study indicate that leadership style has a positive effect on employee performance, work environment has a positive effect on employee performance, work discipline has a positive effect on employee performance, work motivation has a positive effect on employee performance, and job satisfaction has a positive effect on employee performance.

Keyword: Leadership Style, Work Environment, Work Discipline, Work Motivaton, Job Satisfaction, Employee Performance.