

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis: Pengaruh lingkungan kerja dan pelatihan terhadap kinerja pegawai melalui disiplin kerja sebagai variabel intervening. (Study Kasus pada Badan Kepegawaian, Pendidikan dan Pelatihan Daerah (BKPPD) Kabupaten Magelang). Populasi dalam penelitian ini adalah seluruh pegawai pada Badan Kepegawaian, Pendidikan dan Pelatihan Daerah (BKPPD) Kabupaten Magelang. Jumlah sampel pada penelitian ini sebanyak 39 responden. Metode yang digunakan untuk mengumpulkan sampel menggunakan metode sampel jenuh. Alat analisis dalam penelitian ini meliputi uji validitas, uji reliabilitas, uji normalitas, uji multikolinearitas, uji heteroskedisitas, uji autokorelasi, uji regresi linier berganda, uji F, uji t, uji koefisien determinasi, uji path analysis, uji sobel. Berdasarkan hasil penelitian diketahui bahwa variabel lingkungan kerja tidak berpengaruh signifikan terhadap disiplin kerja, variabel pelatihan berpengaruh signifikan terhadap disiplin kerja, variabel lingkungan kerja, pelatihan dan disiplin kerja berpengaruh secara parsial dan signifikan terhadap kinerja pegawai, variabel disiplin kerja tidak mampu memediasi lingkungan kerja dan pelatihan.

**Kata kunci :** *Lingkungan Kerja, Pelatihan, Disiplin kerja, Kinerja Pegawai.*

## **ABSTRACT**

This study aims to analyze: The effect of work environment and training on employee performance through work discipline as an intervening variable. (Case Study at the Regional Personnel, Education and Training Agency (BKPPD) Magelang Regency). The population in this study were all employees at the Regional Personnel, Education and Training Agency (BKPPD) Magelang Regency. The number of samples in this study were 39 respondents. The method used to collect samples is saturated sample method. The analytical tools in this study include validity test, reliability test, normality test, multicollinearity test, heteroscedicity test, autocorrelation test, multiple linear regression test, F test, t test, determination coefficient test, path analysis test, single test. Based on the research results, it is known that work environment variables do not have a significant effect on work discipline, training variables have a significant effect on work discipline, work environment variables, training and work discipline have a partial and significant effect on employee performance, work discipline variables are not able to mediate the work and training environment. .

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