

**Pengaruh Lingkungan Kerja, Stres Kerja, Pengembangan Karir dan  
Kepemimpinan Terhadap Kinerja Pegawai Dinas Kehutanan Prov.  
Jateng**

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**ABSTRAK**

Keberhasilan suatu organisasi sangat dipengaruhi oleh kinerja pegawainya. Banyak faktor yang mempengaruhi kinerja pegawai, tetapi yang dibahas dalam penelitian ini adalah pengaruh lingkungan kerja, stress kerja, pengembangan karir dan kepemimpinan. Objek penelitian ini adalah Dinas Kehutanan Provinsi Jawa Tengah yang merupakan lembaga Pemerintah yang bertugas sebagai pelaksana otonomi daerah dibidang kehutanan yang berada di wilayah Provinsi Jawa Tengah.

Populasi dan Sampel penelitian ini adalah 140 pegawai Dinas Kehutanan Provinsi Jawa Tengah. Teknik pengambilan yang digunakan dalam penelitian ini yaitu sensus. Metode pengumpulan data menggunakan kuesioner. Teknik Analisis yang digunakan adalah Regresi Linier Berganda dengan sebelumnya dilakukan Uji Instrument (Validitas dan Reliabilitas) dan Uji Asumsi Klasik (Normalitas, Multikoliniearitas, dan Heterokedastisitas).

Hasil analisis regresi menunjukkan bahwa : (1) Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, (2) Stres kerja berpengaruh negative dan signifikan terhadap kinerja pegawai, (3) Pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai, (4) Kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci : lingkungan kerja, stres kerja, pengembangan karir, kepemimpinan dan kinerja pegawai

**The influence of work environment, working stressful, career development, and leadership against the employees performance of forestry department Central Java province**

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**ABSTRACT**

The successful of a company depends on it employees performance. There are many factors influenced by the employees performance, however this research discussed the impact of working environment, working stressful, career development, and leadership. The object of this research is forestry department Central Java province where this is a government institution that organize region autonomy in the field of forestry at the area of Central Java Province.

The population and sample of this research is 140 employees of forestry department Central Java province. Furthermore, in gaining the data, the researcher applied census technique and the method of collecting data of this research is using questionnaire. Meanwhile, the technique of data analysis is using multiple linear regressions where previously, the researcher did an instrument test (validity and reliability) and classic assumption test (normality, multikolinear and heterokedastisity).

The regression result shows that (1) working environment gives positives and significant impact toward the employees performance, (2) working stress gives negative and significant impact toward employees performance, (3) career development gives positive and significant impact toward employees performance, and the last (4) leadership gives positive and significant impact toward employees performance.

**Keyword** : Working Environment, Working Stressful, Career Development, Leadership, and Employees Performance.