**ABSTRAK**

**PENGARUH LINGKUNGAN KERJA DAN KARAKTERISTIK**

**INDIVIDU TERHADAP KINERJA STAF DI LOKA**

**REHABILITASI BADAN NARKOTIKA**

**NASIONAL DELI SERDANG**

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Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh lingkungan kerja dan karakteristik individu terhadap kinerja staf di Loka Rehabilitasi Badan Narkotika Nasional Deli Serdang. Penelitian ini menggunakan metode kuantitatif, dimana data penelitian berupa angka-angka dan analisis menggunakan prosedur statistik. Penelitian ini dilakukan di Loka Rehabilitasi Badan Narkotika Nasional, yang beralamat di Jakan Karya Jasa, Lubuk Pakam, Kabupaten Deli Serdang mulai dari bulan Maret 2020 sampai dengan Agustus 2020. Adapun populasi dalam penelitian ini adalah seluruh staf di Loka Rehabilitasi Badan Narkotika Nasional Deli Serdang yang berjumlah 55 orang. Dengan menggunakan metode sampling jenuh, jadi dalam penelitian ini peneliti mengambil sampel dari seluruh populasi yaitu 55 staf di Loka Rehabilitasi Badan Narkotika Nasional Deli Serdang. Hasil persamaan regresi linear berganda diperoleh persamaan Y = 5.279 + 0,392 + 0,467. Hasil ujit diperoleh nilai thitung = 3,437 > ttabel = 1,67469 dan signifikansi 0,001 < 0,05, maka Ha diterima dan H0 ditolak yang berarti bahwa variabel lingkungan kerja (X1) memiliki pengaruh signifikan terhadap kinerja staff di Loka Rehabilitas Badan Narkotika Nasional Kabupaten Deli Serdang. Sedangkan nilai thitung = 4,125 > ttabel = 1,64769 dan signifikansi 0,000 < 0,05, maka Ha diterima dan H0 ditolak yang berarti bahwa variabel karakteristik individu (X2) memiliki pengaruh signifikan terhadap kinerja staff di Loka Rehabilitas Badan Narkotika Nasional Kabupaten Deli Serdang. Hasil uji F diperoleh nilai positif Fhitung 100,171 > Ftabel = 4,29 dan signifikansi 0,000 < 0,05. artinya variabel lingkungan kerja dan karakteristik individu secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja staff di Loka Rehabilitas Badan Narkotika Nasional Kabupaten Deli Serdang. Nilai koefisien determinasi (R2) hasil regresi sebesar 0,794 artinya bahwa variabel lingkungan kerja dan karakteristik individu memberikan kontribusi pengaruh terhadap kinerja staff sebesar 79,4% sedangkan sisanya 20,6% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

**Kata Kunci: Lingkungan Kerja, Karakteristik Individu dan Kinerja Staff.**

***ABSTRACT***

***EFFECT OF WORK ENVIRONMENT AND CHARACTERISTICS***

***INDIVIDUALS TO THE PERFORMANCE OF STAFF IN LOKA***

***REHABILITATION OF NARCOTICS***

***NATIONAL DELI SERDANG***

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*This Research aims to determine how much impact the work environment and the individual characteristics of the staff's performance at the National Narcotics Agency of Deli Serdang. The research uses quantitative methods, where the research data in the form of numbers and analyses uses statistical procedures. This research is conducted at the National Narcotics Agency Rehabilitation Workshop, which is located at the Jasa Harapan, Lubuk Pakam, Deli Serdang Regency from March 2020 to August 2020. The population in this research is the entire staff at the National Narcotics Rehabilitation Agency of Deli Serdang amounting to 55 people. Using the saturation sampling method, so in this research researchers took samples from the entire population of 55 staff at the National Narcotics Agency of Deli Serdang. Results of multiple linear regression equations acquired Y equation = 5,279 + 0.392 + 0.467. Results of the test obtained the value tcount = 3.437 > ttable = 1.67469 and the significance of 0.001 < 0.05, then Ha received and H0 rejected which means that the working environment variables (X1) have a significant influence on the staff's performance in the National Narcotics Agency of Deli Serdang regency. While the value of tcount = 4.125 > ttable = 1.64769 and significance 0.000 < 0.05, then Ha accepted and H0 is rejected which means that the individual characteristic variables (X2) have a significant influence on the staff's performance in the National Narcotics Agency of Deli Serdang regency. F test Result obtained positive value Fcount 100.171 > fTable = 4.29 and significance 0.000 < 0.05. It means that the working environment variables and individual characteristics jointly influence positive and significant to the staff's performance in the National Narcotics Agency of Deli Serdang regency. The value of coefficient of determination (R2) regression result of 0.794 means that the working environment variables and individual characteristics contributed to the staff's performance of 79.4% while the remaining 20.6% were influenced by other variables not examined in this study.*

***Keywords: work environment, individual characteristics and Staff performance.***