

PENGARUH LINGKUNGAN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN UD DUPA JULUNGWANGI SANGSIT

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh (1) lingkungan kerja dan motivasi secara simultan terhadap kinerja karyawan (2) lingkungan kerja secara parsial terhadap kinerja karyawan (3) motivasi secara parsial terhadap kinerja karyawan. Subjek dari penelitian ini adalah karyawan UD Dupa Julungwangi Sangsit. Sedangkan, objek dari penelitian ini adalah lingkungan kerja, motivasi, dan kinerja karyawan. Populasi yang diambil dalam penelitian ini adalah seluruh karyawan UD Dupa Julungwangi Sangsit sebanyak 32 orang. Penelitian ini menggunakan metode kuantitatif dan desain penelitian ini adalah penelitian kausal. Teknik pengumpulan data pada penelitian ini yaitu menggunakan kuesioner, selanjutnya data dianalisis dengan menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa (1) lingkungan kerja dan motivasi secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan UD Dupa Julungwangi Sangsit (2) lingkungan kerja secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan UD Dupa Julungwangi Sangsit (3) motivasi secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan UD Dupa Julungwangi Sangsit.

Kata Kunci: kinerja karyawan, lingkungan kerja, motivasi.

EFFECT OF THE WORK ENVIRONMENT AND MOTIVATION ON THE PERFORMANCE OF UD DUPA JULUNGWANGI SANGSIT EMPLOYEES

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ABSTRACT

This study aims to examine the effect of work environment and motivation simultaneously on employee performance, work environment partially on employee performance, and motivation partially on employee performance. The subjects of this study were employees of UD Dupa Julungwangi Sangsit. Meanwhile, the objects of this research are work environment, motivation, and employee performance. The population taken in this study were all employees of UD Dupa Julungwangi Sangsit as many as 32 people. This research uses quantitative methods and the design of this research is causal research. The data collection technique in this study is using a questionnaire, then the data is analyzed using multiple linear regression analysis. The results showed that work environment and motivation simultaneously have a positive and significant effect on the performance of UD Dupa Julungwangi Sangsit employees, the work environment partially has a positive and significant effect on the performance of UD Dupa Julungwangi Sangsit employees, and motivation partially has a positive and significant effect on the employee performance of UD Dupa Julungwangi Sangsit.

Keywords: employee performance, work environment, motivation.

