

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh dari tiga variabel yaitu motivasi kerja, lingkungan kerja fisik dan non fisik terhadap kinerja karyawan. Hipotesis dalam penelitian ini motivasi kerja, lingkungan kerja fisik dan non fisik berpengaruh terhadap kinerja karyawan secara simultan maupun secara parsial. Objek penelitian ini adalah karyawan MNC SKY Vision Jember yang memiliki jumlah populasi 34 responden menggunakan teknik sensus. Teknik pengumpulan data menggunakan observasi, wawancara dan kuesioner. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), analisis regresi linear berganda dan uji hipotesis (uji F, uji t, koefisien determinasi). Hasil penelitian menunjukkan bahwa motivasi kerja, lingkungan kerja fisik dan non fisik secara simultan berpengaruh signifikan terhadap kinerja karyawan, dan motivasi kerja, lingkungan kerja fisik dan non fisik secara parsial berpengaruh positif signifikan terhadap kinerja karyawan.

Kata kunci: motivasi kerja, lingkungan kerja fisik dan non fisik serta kinerja karyawan

ABSTRACT

This study aimed to determine the effect of three variables, they are work motivation, physical work environment and non physical work environment toward job performance of employees. Hypothesis in this research is work motivation, physical work environment and non physical work environment influential toward job performance of employees according to simultaneous or partial. This research object it's MNC SKY Vision Jember has population 34 respondent's technique using is censust. Technique has been selected as a using Observation, interview, and questionnaire were used as a tool in data collection method. The analysis used in this research includes validity test, reliability test, classic assumption test (normality test, multicollinearity test, heteroscedasticity test), multiple linear regression analysis and test of hypothesis (F-test, t-test and the coefficient of determination). The result from this research extended that work motivation, physical work environment and non physical work environment has significant impact together toward job performance employees or simultaneous and then work motivation, physical work environment and non physical work environment was possitive and significance influential toward job performance employees.

Key words: *work motivation, physical work environment and non physical work environment*