

ABSTRAK

Penelitian ini dilakukan pada Pegawai UPT Puskesmas Umbulsari Jember. Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja fisik, motivasi kerja dan kompensasi terhadap kinerja pegawai. Dalam penelitian ini data dikumpulkan dengan alat bantu berupa observasi, wawancara dan kuesioner terhadap 46 responden dengan teknik sensus, yang bertujuan untuk mengetahui persepsi responden terhadap masing-masing variabel. Analisis yang digunakan meliputi uji instrumen data (uji validitas, dan uji reliabilitas), analisis regresi linear berganda, uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), dan uji hipotesis (uji F, uji t, koefisien determinasi). Dari hasil analisis menggunakan regresi dapat diketahui bahwa variabel lingkungan kerja fisik, motivasi kerja dan kompensasi, semuanya berpengaruh positif terhadap kinerja pegawai. Dari uji t diperoleh hasil lingkungan kerja fisik, motivasi kerja dan kompensasi, semuanya berpengaruh signifikan terhadap kinerja pegawai.

Kata kunci: lingkungan kerja fisik, motivasi kerja, kompensasi, kinerja pegawai



ABSTRACT

This research was conducted on Employees of Umbulsari Public Health Center in Jember. This study aims to determine the effect of physical work environment, work motivation and compensation on employee performance. In this study data was collected by means of observations, interviews and questionnaires on 46 respondents with a census technique, which aims to determine respondents' perceptions of each variable. The analysis used includes test data instruments (validity test, and reliability test), multiple linear regression analysis, classic assumption test (normality test, multicollinearity test, heteroscedasticity test), and hypothesis testing (F test, t test, coefficient of determination). From the results of the analysis using regression, it can be seen that the variables of physical work environment, work motivation and compensation, all have a positive effect on employee performance. From the t test the results of physical work environment, work motivation and compensation were obtained, all of which had a significant effect on employee performance.

Keywords: physical work environment, work motivation, compensation, employee performance

