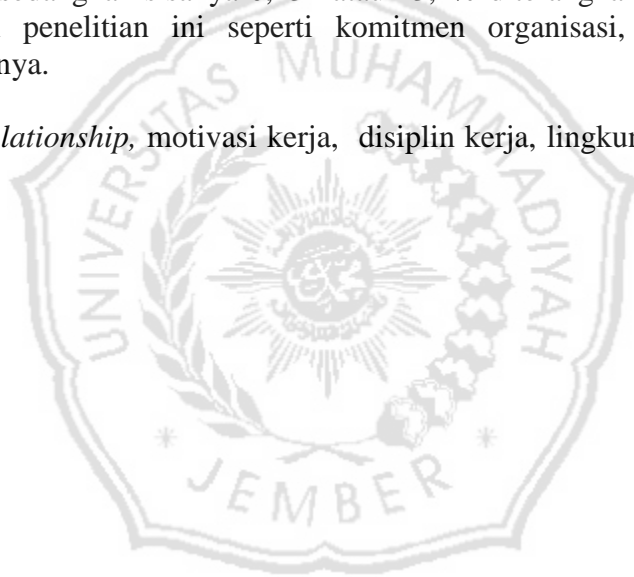


ABSTRAK

Penelitian ini dilakukan pada karyawan PT.AHSTI Jember. Penelitian ini bertujuan untuk mengetahui pengaruh *human relationship*, motivasi kerja, disiplin kerja dan lingkungan kerja fisik terhadap kinerja karyawan. Dalam penelitian data dikumpulkan dengan alat bantu berupa observasi, wawancara dan kuesioner terhadap 80 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 linier 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 disiplin kerja berpengaruh positif terhadap kinerja karyawan sedangkan variabel *human relationship*, motivasi kerja dan lingkungan kerja fisik tidak berpengaruh positif terhadap kinerja karyawan. Dari hasil uji determinasi diperoleh 56,6% variasi variabel kinerja karyawan dapat dijelaskan oleh *human relationship*, motivasi kerja, disiplin kerja dan lingkungan kerja fisik sedangkan sisanya 0,434 atau 43,4% diterangkan oleh variabel lain yang tidak diajukan dalam penelitian ini seperti komitmen organisasi, kompensasi dan gaya kepemimpinan lainnya.

Kata kunci: *human relationship*, motivasi kerja, disiplin kerja, lingkungan kerja fisik terhadap kinerja karyawan.



ABSTRACT

This research was conducted on employees of PT. AHSTI Jember. This research aims to know the influence of human relationship, work motivation, discipline of work and physical work environment on performance of employees. In the research data collected with the tools in the form of observation, interview and questionnaire against 80 respondents with census techniques, aiming to find out the perception of respondents to each variable. The analysis used covers test instrument data (test validity and reliability test), multiple regression analysis linear, test the classical assumptions (test of normality, test multicollinearity, heteroskedastisitas test), and test the hypothesis (F test, t-test, the coefficient of the determination). From the results of the analysis using regression can note that variable positive effect of work discipline against employees ' performance while the variable human relationship work, motivation and physical work environment has no effect on performance of positive employee. The determination of the test results obtained from 56.6% variation of the variable performance of the employee can be explained by human relationship, work motivation, the discipline of work and physical work environment while remaining 0.434 or 43.4% is explained by other variables that are not presented in this study such as organizational commitment, compensation and other leadership style.

Keywords: *human relationship, work motivation, discipline of work, physical work environment on performance of employees.*

