

ABSTRACT

Ummu Habibah. 200211100158. The Influence of Work Motivation and Physical Work Environment on Organizational Performance Mediated by Job Satisfaction in Villages in Bangkalan District, under the guidance of Mrs. Dr. Uswatun Hasanah, SE., M.Sc.

Several factors that influence organizational performance include work motivation, physical work environment and job satisfaction. This research took objects in sub-districts of Bangkalan sub-district. This research uses quantitative methods with a population of 148 employees and a sample of 148 employees. Data analysis used in this research was SPSS 25. The results of this research show that (1.) Work motivation has a positive and significant effect on job satisfaction of sub-district employees in Bangkalan sub-district. (2.) The physical work environment has a positive and significant effect on job satisfaction of sub-district employees in Bangkalan sub-district. (3.) Work motivation has a negative and not significant direct effect on organizational performance among sub-district employees in Bangkalan sub-district. (4.) The physical work environment has a positive but not significant influence on the organizational performance of sub-district employees in Bangkalan sub-district. (5.) Job satisfaction has a positive and significant effect on the organizational performance of subdistrict employees in the Bangkalan sub-district. (6.) Job satisfaction significantly mediates the relationship between work motivation and organizational performance. (7.) Job satisfaction also significantly mediates the relationship between the physical work environment and organizational performance.

Keywords: Work Motivation, Physical Work Environment, Job Satisfaction, Performance Organization

ABSTRAK

Ummu Habibah. 200211100158. Pengaruh Motivasi Kerja dan Lingkungan Kerja Fisik Terhadap Kinerja Organisasi Dimediasi Kepuasan Kerja Kelurahan se-Kecamatan Bangkalan, dibawah bimbingan Ibu Dr. Uswatun Hasanah,SE.,M.Sc.

Beberapa Faktor yang mempengaruhi kinerja organisasi diantaranya adalah Motivasi kerja, lingkungan kerja fisik dan kepuasan kerja. Penelitian ini mengambil objek di Kelurahan Sekecamatan Bangkalan. Penelitian ini menggunakan metode kuantitatif dengan populasi sebanyak 148 pegawai dan sampel sebanyak 148 pegawai. Analisis data yang digunakan dalam penelitian ini yaitu menggunakan SPSS 25. Hasil penelitian ini menunjukkan bahwa (1.) Motivasi kerja berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai kelurahan sekecamatan Bangkalan. (2.) Lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai kelurahan sekecamatan Bangkalan. (3.) Motivasi kerja berpengaruh negatif dan tidak signifikan secara langsung terhadap kinerja organisasi pada pegawai kelurahan sekecamatan Bangkalan. (4.) Lingkungan kerja fisik memiliki pengaruh positif namun tidak signifikan terhadap kinerja organisasi pegawai kelurahan sekecamatan Bangkalan. (5.) Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja organisasi pegawai kelurahan sekecamatan Bangkalan. (6.) Kepuasan kerja memediasi hubungan antara motivasi kerja dan kinerja organisasi secara signifikan. (7.) Kepuasan kerja juga memediasi hubungan antara lingkungan kerja fisik terhadap kinerja organisasi secara signifikan.

Kata Kunci: Motivasi Kerja, Lingkungan Kerja Fisik, Kepuasan Kerja, Kinerja Organisasi