

ABSTRAK

Mukhlisin, 210211100132. “Efektivitas Penilaian Kinerja Dengan *Rating Scale Method* Dan Lingkungan Kerja Fisik Terhadap Kepuasan Kerja Karyawan Di PT. PAL Surabaya” Di bawah bimbingan Dr. Hj. Iriani Ismail, Dra., M.M, CRA,CHRA, CIPM

Penelitian ini bertujuan untuk mengevaluasi efektivitas penilaian kinerja dengan *rating scale method* dan kondisi lingkungan kerja fisik dalam meningkatkan kepuasan kerja karyawan di PT. PAL Surabaya. Penelitian ini menggunakan pendekatan kuantitatif asosiatif dengan populasi karyawan PT. PAL Surabaya, dan sampel sebanyak 267 orang yang diperoleh melalui teknik *stratified random sampling*. Instrumen penelitian berupa kuesioner skala Likert yang telah diuji validitas dan reliabilitasnya. Analisis data dilakukan menggunakan regresi linier berganda dengan bantuan SPSS versi 22. Hasil penelitian menunjukkan bahwa efektivitas penilaian kinerja berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan sebesar 0,314. Lingkungan kerja fisik juga berpengaruh positif dan signifikan terhadap kepuasan kerja sebesar 0,250. Uji t menunjukkan signifikansi 0,000 untuk kedua variabel, sedangkan uji F menghasilkan nilai signifikansi 0,000 dengan F hitung sebesar 76,330. Nilai koefisien determinasi (R^2) sebesar 0,366 mengindikasikan bahwa efektivitas penilaian kinerja dan lingkungan kerja fisik menjelaskan 36,6% variasi dalam kepuasan kerja karyawan.

Kata kunci: *Efektivitas penilaian kinerja, lingkungan kerja fisik, kepuasan kerja, rating scale method.*

ABSTRACT

Mukhlisin, 210211100132. “The Effectiveness of Performance Appraisal with Rating Scale Method and Physical Work Environment on Employee Job Satisfaction at PT. PAL Surabaya” Under the guidance of Dr. Hj Iriani Ismail, Dra., M.M, CRA, CHRA, CIPM.

This study has an objective to evaluate the effectiveness of performance appraisal with rating scale method and physical work environment conditions in improving employee job satisfaction at PT. PAL Surabaya. This study uses an associative quantitative approach with a population of PT. PAL Surabaya employees, and a sample of 267 people obtained through stratified random sampling technique. The research instrument is a Likert scale questionnaire that has been tested for validity and reliability. Data analysis was carried out using multiple linear regression with the help of SPSS version 22. The results showed that the effectiveness of performance appraisal has a positive and significant effect on employee job satisfaction of 0.314. The physical work environment also has a positive and significant effect on job satisfaction by 0.250. The t-test shows a significance of 0.000 for both variables, while the F-test produces a significance value of 0.000 with an F count of 76.330. The coefficient of determination (R^2) value of 0.366 indicates that the effectiveness of performance appraisal and physical work environment explains 36.6% of the variation in employee job satisfaction.

Keywords: Effectiveness of performance appraisal, physical work environment, job satisfaction, rating scale method.