

ABSTRAK

**Tessalonika Anggraini Tinambunan ‘Pengaruh Lingkungan Kerja Fisik dan Stres Kerja Terhadap Kinerja Karyawan Dimediasi Oleh Motivasi Kerja Pada PT.XYZ Foundry Plant’
dibawah bimbingan Dr. Uswatun Hasanah, S.E., M.Sc**

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja fisik dan stres kerja terhadap kinerja karyawan dimediasi oleh motivasi kerja pada PT.XYZ Foundry Plant. Penelitian ini dilaksanakan secara kuantitatif dengan teknik pengumpulan data berupa observasi, studi kepustakaan dan kuisioner. Jumlah populasi sebesar 261 dengan 119 sampel, teknik penarikan sampel menggunakan Proportionate stratified random sampling.

Hasil penelitian ini menunjukkan lingkungan kerja fisik berpengaruh negatif tidak signifikan terhadap kinerja karyawan. Stres kerja berpengaruh negatif tidak signifikan terhadap kinerja karyawan. Lingkungan kerja fisik berpengaruh positif signifikan terhadap motivasi kerja. Stres kerja berpengaruh negatif signifikan terhadap motivasi kerja. Motivasi kerja berpengaruh positif signifikan terhadap kinerja karyawan. Lingkungan kerja fisik terhadap kinerja karyawan yang dimediasi oleh motivasi kerja memiliki pengaruh positif signifikan. Stres kerja terhadap kinerja karyawan yang dimediasi oleh motivasi kerja memiliki pengaruh negatif signifikan.

Kata Kunci : Lingkungan Kerja Fisik, Stres Kerja, Kinerja Karyawan, Motivasi Kerja

ABSTRACT

Tessalonika Anggraini Tinambunan 'The Influence of Physical Work Environment and Work Stress on Employee Performance Mediated by Work Motivation at PT. XYZ Foundry Plant'

under the guidance of Dr. Uswatun Hasanah, S.E., M.Sc

This study aims to determine the influence of physical work environment and work stress on employee performance mediated by work motivation at PT. XYZ Foundry Plant. This research was carried out quantitatively with data collection techniques in the form of observation, literature studies and questionnaires. The population was 261 with 119 samples, the sample drawing technique was Proportionate stratified random sampling.

The results of this study show that the physical work environment has a negative and insignificant effect on employee performance. Work stress has a negative effect on employee performance. The physical work environment has a significant positive effect on work motivation. Work stress has a significant negative effect on work motivation. Work motivation has a significant positive effect on employee performance. The physical work environment on employee performance mediated by work motivation has a significant positive influence. Work stress on employee performance mediated by work motivation has a significant negative influence.

Keywords: *Physical Work Environment, Work Stress, Employee Performance, Work Motivation*