

ABSTRAK

Erryzka Yudipermatasari. 2022. Pengaruh Motivasi, Fasilitas, dan Lingkungan Kerja Terhadap Kinerja Karyawan di PT. Keramik Diamond Industries, Gresik, di bawah bimbingan bapak DR. RM. Moch. Wispandono, S.E., M.S dan Dr. Hj. Iriani Ismail, Dra., M.M.

Ada beberapa faktor yang mempengaruhi kinerja karyawan. Penelitian ini mengkaji belum optimalnya kinerja karyawan PT Keramik Diamond Industries dari sisi motivasi dan kepuasan kerja pada masing-masing karyawan, fasilitas kerja yang diketahui masih belum memadai, dan beberapa permasalahan pada lingkungan kerja.

Penelitian ini bertujuan untuk mengetahui apakah (1) motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, (2) fasilitas berpengaruh positif dan signifikan terhadap kinerja karyawan, (3) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (4) motivasi, fasilitas, dan lingkungan kerja secara bersama-sama (simultan) berpengaruh terhadap kinerja karyawan, (5) variabel mana dari variabel tersebut yang berpengaruh dominan terhadap kinerja karyawan. Data diperoleh dari hasil pengamatan dan kuesioner. Metode *random sampling* digunakan dalam pengambilan sampel. Pengungkapan nilai kuesioner menggunakan skala *Likert 1-5*. Metode analisis dalam penelitian ini menggunakan analisis uji t, uji f dan regresi linear berganda. Hasil analisis dari penelitian ini menunjukkan (1) motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan. (2) fasilitas kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (3) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (4) motivasi, fasilitas, dan lingkungan kerja secara bersama-sama berpengaruh terhadap kinerja karyawan. (5) lingkungan kerja adalah variabel yang berpengaruh dominan terhadap kinerja karyawan.

Kata Kunci: Motivasi, Fasilitas, Lingkungan Kerja, Kinerja Karyawan.

ABSTRACT

Erryzka Yudipermatasari. 2022. *The Effect of Motivation, Facilities, and Work Environment on Employees Performance at PT. Diamond Industries Ceramics, Gresik*. Guided by Mr. DR. RM. Moch. Wispandono, S.E., M.S, and Mrs. Dr. Hj. Iriani Ismail, Dra., M.M.

There are several factors that affect employees performance. This study examines the non-optimal performance at PT Keramik Diamond Industries employees in terms of their motivation, job satisfaction, work facilities that are known inadequate, and several problems in the work environment.

This study aims are to determine whether (1) the motivation has a positive and significant effect on employees performance, (2) the facilities have a positive and significant effect on employees performance, (3) the work environment has a positive and significant effect on employees performance (4) the motivation, facilities, and the work environment effect on employees performance simultaneously, and (5) which of these variables that effect on employees performance dominantly. Data obtained by observations and questionnaires. It used random sampling technique. Disclosure the value of the questionnaire used a Likert scale of 1-5. The analytical method in this study uses t-test analysis, f-test and multiple linear regression. Using the analysis, the result showed that (1) the motivation has a positive and significant effect on employees performance; (2) the work facilities have a positive and significant effect on employees performance; (3) the work environment has a positive and significant effect on employees performance; (4) the motivation, facilities, and work environment effect on employees performance simultaneously; and (5) the work environment is a variable that effect on employees performance dominantly.

Keywords: Motivation, Facilities, Work Environment, Employees Performance.

