

ABSTRACT

Luqman Bagus Saputra. 2021. *The Effect of Physical Work Environment on Employees Performance with Employees Engagement as an Intervening Variable (Study on Home Industry (Ikan Pindang Center) in Lamongan Regency)*". Under the guidance of Dr. Helmi Buyung Aulia Syafrizal S.T., S.E., M.MT.

This is about the problems at the Home Industry (Ikan Pindang Center) in Lamongan. There are 3 variables, the Physical Work Environment, Employees Performance, and Employees Engagement. The Physical Work Environment is very important at the Home Industry or the main focus in improving Employees Performance. Employees Engagement effects on Employees Performance too as an important aspect that its desired. This study uses a quantitative approach, with the 21 respondents. The hypotheses are (1) the Physical Work Environment has a positive and significant effect on Employees Performance, (2) the Physical Work Environment has a positive and significant effect on Employees Engagement, (3) Employees Engagement has a positive and significant effect on Employees Performance, (4) the Physical Work Environment has a positive effect and significant on Employee Performance through Employees Engagement as an intervening variable. Using the path analysis, the results showed that (1) the Physical Work Environment has a positive and significant effect on Employees Performance and the value is 7.081; (2) the Physical Work Environment has a positive and significant effect on Employees Engagement and the value is 0.539; (3) the Physical Work Environment has a positive and significant effect on Employees Engagement and the value is 0.874; (4) the Employees Engagement has a positive and significant effect on Employees Performance and the value is 0.426; (5) the Physical Work Environment has a positive and significant effect on Employees Performance through Employees Engagement as an intervening variable and the value is 0.372.

Keywords: Physical Work Environment, Employees Performance, Employees Engagement

ABSTRAK

Luqman Bagus Saputra. Penelitian ini berjudul “Pengaruh Lingkungan Kerja Fisik Terhadap Kinerja Karyawan dengan *Employee Engagement* Sebagai Variabel *Intervening* (Studi Pada *Home Industry* (Sentra Ikan Pindang) di Kab. Lamongan)”. Dibawah bimbingan Dr. Helmi Buyung Aulia Syafrizal S.T., S.E., M.MT.

Penelitian ini membahas mengenai permasalahan yang terjadi pada *Home Industry* (Sentra Ikan Pindang) di Kab. Lamongan. Dalam penelitian ini terdapat 3 variabel yaitu lingkungan kerja fisik, kinerja karyawan, dan *employee engagement*. Lingkungan kerja fisik sangat berpengaruh di dalam suatu *Home Industry*. Fokus utama dalam meningkatkan kinerja karyawan adalah lingkungan kerja fisik karena merupakan aspek penting dalam jalannya *Home Industry*. Selain itu *employee engagement* juga mempengaruhi kinerja karyawan karena merupakan aspek penting yang diinginkan oleh perusahaan. Penelitian ini menggunakan pendekatan kuantitatif, dengan jumlah 21 responden. Hipotesis penelitian ini adalah (1) lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kinerja karyawan (2) lingkungan kerja fisik berpengaruh positif dan signifikan terhadap *employee engagement* (3) *employee engagement* berpengaruh positif dan signifikan terhadap kinerja karyawan (4) lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kinerja karyawan melalui *employee engagement* sebagai variabel *intervening*. Adapun berdasarkan perhitungan analisis jalur bahwa (1) lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai pengaruh 7.081 (2) lingkungan kerja fisik berpengaruh positif dan signifikan terhadap *employee engagement* dengan nilai pengaruh 0,539 (2) lingkungan kerja fisik berpengaruh positif dan signifikan terhadap *employee engagement* dengan nilai pengaruh 0,874 (3) *employee engagement* berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai pengaruh 0,426 (4) lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kinerja karyawan melalui *employee engagement* sebagai variabel *intervening* dengan nilai pengaruh 0,372.

Kata Kunci: Lingkungan Kerja Fisik, Kinerja Karyawan, *Employee Engagement*