

## INTISARI

### PENGARUH PEMBERIAN *REWARDS* DAN LINGKUNGAN KERJA TERHADAP PRESTASI KERJA KARYAWAN DI RS ISLAM MUHAMMADIYAH KENDAL

**Latar belakang:** Prestasi kerja adalah hasil kerja secara kualitas dan kuantitas yang tercapai oleh seorang pegawai dalam melaksanakan tugasnya. Prestasi dapat dicapai dengan meningkatkan kepuasan yang dapat diwujudkan pemberian *Rewards* (imbalan) secara proporsional dan adil serta menciptakan lingkungan kerja yang kondusif. Hubungan harmonis yang terjalin antara pemimpin-pegawai juga sangat dibutuhkan antara pegawai satu dengan yang lain untuk mewujudkan lingkungan kerja yang kondusif. Hasil studi pendahuluan di RSI Muhammadiyah Kendal terlihat adanya ketidakdisiplinan dan banyak keterlambatan karyawan serta keputusasaan lebih awal yang angkanya terus meningkat.

**Metode:** Penelitian ini adalah penelitian deskriptif kuantitatif dengan rancangan penelitian *cross sectional*. Populasi penelitian adalah pegawai/karyawan RSI Muhammadiyah Kendal. Teknik pengambilan sampel dalam penelitian ini adalah *proportional stratified random sampling* dengan jumlah sampel sebanyak 137 orang. Pengambilan data menggunakan kuesioner. Analisis data menggunakan analisis regresi linier berganda.

**Hasil:** Ada pengaruh pemberian *rewards* terhadap prestasi kerja karyawan RS Islam Muhammadiyah Kendal ( $p < 0,05$ ). Ada pengaruh lingkungan kerja terhadap prestasi kerja karyawan RS Islam Muhammadiyah Kendal ( $p < 0,05$ ).

**Kesimpulan:** Ada pengaruh pemberian *rewards* dan lingkungan kerja terhadap prestasi kerja karyawan RS Islam Muhammadiyah Kendal.

**Kata kunci:** *Rewards*, lingkungan kerja dan prestasi kerja

## ABSTRACT

### **THE INFLUENCE BY REWARDS EXTENDING AND WORK ENVIRONMENT TO EMPLOYEES WORK ACHIEVEMENT IN MUHAMMADIYAH ISLAMIC HOSPITAL OF KENDAL**

*Background:* Work performance is the result of the quality and quantity achieved by an employee in their duties performing. Accomplishments can be achieved by increasing the satisfaction that can be realized giving Rewards proportionally and fair and to create a conducive working environment. Harmonious relationship that exists between a leader-employee is also needed among employees with one another to create a conducive working environment. The results of preliminary studies on Muhammadiyah Islamic Hospital of Kendal seen a lot of indiscipline and delay the return of earlier of employees and the number continues to increase.

*Method:* This research was quantitative descriptive with cross sectional research planning. Research populations were employees / workers of Muhammadiyah Islamic Hospital of Kendal. The sampling technique in this research is using proportions stratified random sampling with the number of sample as much as 137 people. Retrieval of data using questionnaires. Analysis of data using multiple linear regression analysis.

*Result:* There is an effect of giving rewards to employees' achievement of Muhammadiyah Islamic Hospital of Kendal ( $p < 0,05$ ). There is an influence of work environment of employees' achievement on Muhammadiyah Islamic Hospital of Kendal ( $p < 0,05$ ).

*Conclusion:* There is an effect of giving rewards and working environment of employees' achievement on Muhammadiyah Islamic Hospital of Kendal.

*Keyword:* Rewards, work environment and job achievement.