

INTISARI

Penelitian ini ditujukan untuk menguji bukti empiris mengenai pengaruh lingkungan kerja fisik dan motivasi terhadap kinerja karyawan. Selain itu untuk menganalisis pengaruh lingkungan kerja fisik dan motivasi terhadap kinerja karyawan secara simultan.

Penelitian ini dilakukan pada karyawan PT. Sinar Sosro Yogyakarta. Jumlah sampel pada penelitian ini 56 responden. Teknik pengambilan sampel yang digunakan adalah *nonprobability sampling* yaitu sampling jenuh dimana teknik penentuan sampel bila semua anggota populasi digunakan sebagai sampel. Metode pengumpulan data menggunakan kuesioner yang disebar kepada karyawan PT. Sinar Sosro yang ada dikota Yogyakarta terkait variabel lingkungan kerja fisik, motivasi dan kinerja karyawan.

Berdasarkan hasil uji t variabel lingkungan kerja fisik dan motivasi memiliki pengaruh yang signifikan dan positif terhadap kinerja karyawan. Sedangkan berdasarkan hasil uji F menunjukkan bahwa variabel lingkungan kerja fisik dan motivasi berpengaruh secara simultan terhadap kinerja karyawan diPT. Sinar Sosro di Yogyakarta.

Kata kunci : lingkungan kerja fisik, motivasi dan kinerja karyawan

ABSTRACT

This study is aimed to test the empirical evidence concerning the influence of physical work environment and motivation on employee performance. In addition, it is aimed to analyze the effect of physical work environment and motivation on employee performance simultaneously.

This study was conducted on employees of PT. Sinar Sosro in Yogyakarta. The amount of sample of this study was 56 respondents. The sampling technique used is the nonprobability sampling; it is saturated sampling which all the member of the population was used as sample. The method of data collection is questionnaires which were distributed to the employees of PT. Sinar Sosro in Yogyakarta in related to the variables of physical work environment, motivation and employee performance.

Based on the result of t test, the physical work environment and motivation show significant and positive influence on employee performance. While based on the result of F test, it shows that the variables of physical work environment and motivation affect simultaneously on the performance of employee of PT. Sinar Sosro in Yogyakarta.

Key words: physical work environment, motivation and employee.