

INTISARI

Dalam perkembangan era informasi saat ini, setiap organisasi baik itu organisasi sosial maupun bisnis akan dihadapkan pada permasalahan sumber daya manusia, penelitian ini untuk mengetahui tentang pengaruh lingkungan kerja, motivasi dan kepuasan kerja terhadap kinerja karyawan bagian kredit di PT. Federal International Finance Cabang Kenjeran Surabaya

Lingkungan kerja adalah kondisi yang mempengaruhi karyawan terhadap operasi perusahaan, motivasi adalah kondisi yang mendorong karyawan melakukan suatu perbuatan sesuai tujuannya, kepuasan kerja adalah perasaan positif pada suatu pekerjaan dari berbagai aspek pekerjaan tersebut, kinerja karyawan adalah hasil keberhasilan seseorang dalam pekerjaan. Sampel dalam penelitian ini adalah karyawan sebanyak 64 responden, teknik sampel menggunakan simple random sampling, Teknik analisis menggunakan regresi linier berganda. Hasil penelitian ini diperoleh lingkungan kerja yang nyaman, aman dan menyenangkan merupakan salah satu cara meningkatkan kinerja karyawan. Motivasi yang bersumber dari dalam diri karyawan mampu meningkatkan kinerjanya. Kepuasan kerja karyawan berpengaruh terhadap kinerja karyawan.

Hasil penelitian menunjukkan bahwa lingkungan kerja, motivasi kerja dan kepuasan kerja berpengaruh positif terhadap kinerja karyawan. Dari ketiga variabel tersebut, motivasi kerja sangat berpengaruh terhadap kinerja karyawan, perusahaan perlu memberikan motivasi yang lebih intens agar kinerja karyawan semakin optimal.

Kata kunci : Lingkungan Kerja, Motivasi Kerja, Kepuasan Kerja, Kinerja Karyawan

ABSTRACT

In the development of the information age of today, every organization whether it is social or business organizations will be faced with the problems of human resources, this research to know about the influence of the working environment, motivation and job satisfaction on employee performance of credit in PT. Federal International Finance Branch Kenjeran Surabaya,

The work environment is a condition that affects the employee to do the job or on the course, of the company's operations, motivation is a condition that encourages employees perform an act relevant to its purpose, job satisfaction is a positive feeling in a work of the various aspects of the job, the employee's performance is the result of success in the job , The sample in this study are employees of the credit PT. FIF Branch Kenjeran Surabaya as many as 64 respondents, sampling techniques using simple random sampling. Techniques using multiple linear regression analysis. The results of this study showed a comfortable working environment, safe and fun is one way to increase the performance of karyawan. Motivasi are sourced from within the employee can improve employee kinerjanya. Kepuasan influence on employee performance.

The results showed that the working environment, motivation and job satisfaction has positive influence on employee performance. Of these three variables, motivation affects the performance of employees, companies need to provide a more intense motivation that employees are getting optimal performance.

Keywords: Work Environment, Work Motivation, Job Satisfaction, Employee Performance

ABSTRACT

The current development of information era has confronted every organization either business or social organization with human resources problems, this research is meant to find out the influence of the work environment, motivation and job satisfaction to the employee performance of the credit department at PT. Federal International Finance Branch Kenjeran Surabaya.

The work environment is a condition which influence employees to the company operation. Motivation is a condition which encourages employees to do activities which relevant to its purpose, job satisfaction is a positive feeling to the work from various aspects of the job, the employee performance is the result of success of an employee in his job. The samples are 64 employees who have been selected as respondents by using simple random sampling. The analysis technique has been carried out by using multiple linear regression analysis. The results of this research has found that comfortable work environment, secure and enjoyable is one of the ways to improve employee performance. Motivation is originated from the employee himself who can improve his performance. Job satisfaction can influence to the employee performance.

The result of the research shows that work environment, motivation and job satisfaction have positive influence to the employee performance. It has been found from these three variables that motivation can influence the employee performance and the company is required to give more intense motivation in order to make the performance of the employees more optimal.

Keywords : Work environment, work motivation, job satisfaction and employee performance.