

ABSTRAK

Pengaruh Motivasi Kerja dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada PT. Emados Shawarma Bandung

Penelitian ini bertujuan menganalisis pengaruh Motivasi Kerja dan Lingkungan Kerja terhadap Kinerja Pegawai. Penelitian ini menggunakan data primer dengan cara membagikan kuesener kepada pegawai PT.Emados Shawarma Bandung dengan responden keseluruhan 35 pegawai.

Hasil Uji Statistik, data dianalisis dengan menggunakan metode kuantitatif dan metode deskriptif. Tulisan ini menunjukkan bahwa nilai koefisien regresi linier berganda sebesar $Y = 12,553 + 0,856X_1 + 0,275X_2$ menunjukkan bahwa F-hitung lebih besar daripada F-tabel yaitu $18,360 > 3,29$. Sehingga dapat diartikan bahwa secara bersamaan motivasi kerja dan lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai PT. Emados Shawarma Bandung.

Hasil penelitian secara parsial, dilihat bahwa nilai variabel motivasi kerja $6,012 > 1.69389$ yang artinya variabel motivasi kerja berpengaruh terhadap variabel kinerja pegawai. Sedangkan nilai lingkungan kerja $1.747 > 1.69389$ yang artinya variabel lingkungan kerja berpengaruh terhadap kinerja pegawai. disimpulkan bahwa motivasi kerja dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Emados Shawarma Bandung.

Kata Kunci : Motivasi Kerja, Lingkungan Kerja, Kinerja Pegawai

ABSTRACT

The Influence of Work Motivation and Work Environment on Employee Performance at PT. Emados Shawarma Bandung

This research aims to analyze the influence of work motivation and work environment on employee performance. This research uses primary data by distributing questionnaires to employees of PT. Emados Shawarma Bandung with a total of 35 employees as respondents.

Statistical Test Results, data were analyzed using quantitative methods and descriptive methods. This article shows that the multiple linear regression coefficient value is $Y = 12.553 + 0.856X_1 + 0.275X_2$, indicating that the F-count is greater than the F-table, namely $18.360 > 3.29$. So it can be interpreted that simultaneously work motivation and work environment have a significant effect on the performance of PT employees. Emados Shawarma Bandung.

Partial research results show that the value of the work motivation variable is $6.012 > 1.69389$, which means that the work motivation variable influences employee performance variables. Meanwhile, the work environment value is $1.747 > 1.69389$, which means that work environment variables influence employee performance. It was concluded that work motivation and work environment had a positive and significant effect on the performance of PT employees. Emados Shawarma Bandung.

Keywords: Work Motivation, Work Environment, Employee Performance