

ABSTRAK

PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN (Studi Survei di Building Management Apartemen Candiland Kota Semarang)

Kinerja karyawan merupakan faktor kunci dalam keberhasilan pengelolaan apartemen, termasuk di Apartemen Candiland Semarang yang saat ini menghadapi berbagai permasalahan operasional. Temuan awal menunjukkan rendahnya kedisiplinan, kurang optimalnya pelayanan, serta kondisi lingkungan kerja yang belum mendukung, sehingga memengaruhi kepuasan penghuni. Situasi ini mendorong perlunya penelitian untuk mengidentifikasi faktor-faktor yang memengaruhi kinerja, khususnya motivasi kerja dan lingkungan kerja.

Penelitian ini bertujuan untuk mengetahui gambaran motivasi kerja, lingkungan kerja, dan kinerja karyawan, serta menganalisis pengaruh keduanya baik secara parsial maupun simultan terhadap kinerja karyawan Building Management Apartemen Candiland Semarang.

Metode yang digunakan adalah pendekatan kuantitatif dengan teknik survei. Populasi penelitian mencakup seluruh 31 karyawan Building Management, yang diambil secara total sampling. Data dikumpulkan melalui kuesioner skala Likert yang telah diuji validitas dan reliabilitasnya, kemudian dianalisis menggunakan regresi linier berganda, uji t, uji F, dan koefisien determinasi (R^2).

Hasil penelitian menunjukkan bahwa motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, demikian pula lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja. Secara simultan, motivasi kerja dan lingkungan kerja memberikan kontribusi signifikan terhadap kinerja karyawan. Temuan ini menegaskan pentingnya peningkatan motivasi serta perbaikan lingkungan kerja untuk mendorong kinerja optimal di sektor jasa hunian vertikal.

Kata kunci: Motivasi, Lingkungan Kerja, Kinerja Karyawan, Manajemen SDM

ABSTRACT

THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

(A Survey Study at the Building Management of Candiland Apartment, Semarang)

Employee performance is a key factor in the successful management of apartments, including Candiland Apartment Semarang, which is currently facing various operational challenges. Preliminary findings revealed low discipline, suboptimal service quality, and a work environment that has yet to be fully supportive, all of which affect resident satisfaction. This situation highlights the need to examine factors influencing performance, particularly work motivation and the work environment.

This study aims to describe work motivation, work environment, and employee performance, as well as to analyze the influence of both factors—partially and simultaneously—on the performance of employees at the Building Management of Candiland Apartment Semarang.

The research applied a quantitative approach with a survey method. The population consisted of all 31 employees of the Building Management, selected through total sampling. Data were collected using a Likert-scale questionnaire that had been tested for validity and reliability, and analyzed using multiple linear regression, t-test, F-test, and the coefficient of determination (R^2).

The results showed that work motivation has a positive and significant effect on employee performance, and the work environment also has a positive and significant effect on performance. Simultaneously, work motivation and the work environment significantly contribute to employee performance. These findings emphasize the importance of enhancing motivation and improving the work environment to achieve optimal performance in the vertical housing service sector.

Keywords: Motivation, Work Environment, Employee Performance, Human Resource Management