

ABSTRACT

ERLANGGA PRASETYO (2023). *The Influence of Training, Work Motivation, and Work Environment on Employees' Performance at the Rubber Research Institute Sembawa Division 7 Kungkulan.* This study was under the guidance of Ali Akbar, S.E., M.Si and Hilmi Wiranata, S.E., M.M.

This study discussed the influence of training, work motivation, and work environment on employees' performance at the Rubber Research Institute Sembawa Division 7 Kungkulan. The population in this study was 40 respondents. The data collection technique used in this study was through questionnaire distribution. The analysis method used was a quantitative method using multiple linear regression analysis. Based on the partial analysis results, there was no influence of training on employee performance at the Rubber Research Institute Sembawa Division 7 Kungkulan with the calculated t -value (1.648) < t -table (2.02619). The variable of work motivation did not have an influence on employees' performance at the Rubber Research Institute Sembawa Division 7 Kungkulan with the calculated t -value (0.639) < t -table (2.02619). The variable of work environment had an influence on employees' performance at the Rubber Research Institute Sembawa Division 7 Kungkulan with the calculated t -value (2.776) > t -table (2.02619). Simultaneously, there was an influence of training, work motivation, and work environment on employees' performance at the Rubber Research Institute Sembawa Division 7 Kungkulan with the calculated F -value (3.519) > F -table (3.25). The obtained coefficient of determination (R^2) was 0.162. This indicated that the percentage contribution of training, work motivation, and work environment to employees' performance at the Rubber Research Institute Sembawa Division 7 Kungkulan was 16.2%, while the remaining 83.8% was influenced by unknown variables in this study such as knowledge, work motivation, organizational culture (Kasmir, 2019:189).

Keywords: Training, Work Motivation, Work Environment, Employees' Performance.

ABSTRAK

ERLANGGA PRASETYO (2023). Pengaruh Pelatihan, Motivasi Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Di Balai Penelitian Karet Sembawa Divisi 7 Kungkulan. Dibimbing oleh Bapak Ali Akbar, S.E., M.Si selaku pembimbing I dan Hilmi Wiranata, S.E., M.M selaku pembimbing II.

Penelitian ini membahas tentang Pengaruh Pelatihan, Motivasi Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Di Balai Penelitian Karet Sembawa Divisi 7 Kungkulan. Populasi dalam penelitian ini adalah 40 responden. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linear berganda. Berdasarkan hasil analisis secara parsial tidak ada pengaruh Pelatihan terhadap kinerja karyawan Di Balai Penelitian Karet Sembawa Divisi 7 Kungkulan dengan nilai t -hitung (1,648) < t -tabel (2,02619). Variabel Motivasi kerja tidak ada pengaruh terhadap kinerja karyawan Di Balai Penelitian Karet Sembawa Divisi 7 Kungkulan dengan nilai t -hitung (0,639) < t -tabel (2,02619). Variabel Lingkungan kerja ada pengaruh terhadap kinerja karyawan Di Balai Penelitian Karet Sembawa Divisi 7 Kungkulan dengan nilai t -hitung (2,776) < t -tabel (2,02619). Secara simultan didapatkan ada pengaruh Pelatihan, motivasi Kerj dan Lingkungn kerja terhadap kinerja karyawan Di Balai Penelitian Karet Sembawa Divisi 7 Kungkulan dengan nilai F -hitung (3,519) > F -tabel (3,25). Koefisien determinasi (R^2) yang diperoleh sebesar 0,162. Hal ini menunjukkan bahwa persentase sumbangan pengaruh Pelatihan, Motivasi kerja dan Lingkungan kerja terhadap kinerja karyawan di Balai Penelitian Karet Sembawa Divisi 7 Kungkulan sebesar 16,2 % sedangkan sisanya 83,8 % dipengaruhi oleh variabel yang tidak diketahui dalam penelitian ini seperti Pengetahuan, motivasi kerja, budaya organisasi (Kasmir, 2019:189).

Kata Kunci : Pelatihan, Motivasi Kerja, Lingkungan kerja, Kinerja Karyawan.