

ABSTRAK

Leni Ariyani (2023), Pengaruh Kepuasan Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Daya Anugrah Mandiri (Daya Motor) Cabang Baturaja. Skripsi ini dibawah bimbingan Dr.E. Yunita Sari, S.E., M.Si. selaku pembimbing I dan Rani Anwar, S. Pd., M.M. selaku pembimbing II.

Penelitian ini membahas tentang Pengaruh Kepuasan Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Daya Anugrah Mandiri (Daya Motor) Cabang Baturaja. Populasi dalam penelitian ini berjumlah 32 responden. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linier berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Kepuasan Kerja (X_1) sebesar 6,579 dan Lingkungan Kerja (X_2) sebesar 2,606 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,04523 menyatakan seluruh variabel berpengaruh signifikan terhadap kinerja karyawan pada PT. Daya Anugrah Mandiri (Daya Motor) Cabang Baturaja. Nilai F hitung sebesar 124,612 lebih besar dari F tabel 3,33 menyatakan bahwa secara bersama-sama Kepuasan Kerja dan Lingkungan Kerja berpengaruh signifikan Terhadap Kinerja Karyawan PT. Daya Anugrah Mandiri (Daya Motor) Cabang Baturaja. Nilai koefisien determinasi sebesar 0,896 hal ini menunjukkan besarnya pengaruh variabel Kepuasan Kerja (X_1) dan Lingkungan Kerja (X_2) terhadap kinerja karyawan (Y) adalah sebesar 89,6% sedangkan sisanya 10,4% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini. Berdasarkan hasil analisis yang diperoleh sebelumnya dapat disimpulkan bahwa jika kepuasan kerja dan lingkungan kerja ditinggalkan akan meningkatkan kinerja karyawan PT. Daya Anugrah Mandiri (Daya Motor) Cabang Baturaja.

Kata Kunci : Kepuasan Kerja, Lingkungan Kerja dan Kinerja Karyawan.

ABSTRACT

Leni Ariyani (2023) The influence of job satisfaction and work environment on employees' performance at PT. Daya Anugrah Mandiri (Daya Motor) Baturaja Branch. This study was under the guidance of Dr. E. Yunita Sari, S.E., M.Si. and Rani Anwar, S. Pd., M.M.

The study examined the influence of job satisfaction and work environment on employees' performance at PT. Daya Anugrah Mandiri (Daya Motor) Baturaja Branch. The population for this study consisted of 32 respondents. The quantitative method was used, employing multiple linear regression analysis as the analytical tool. The analysis results indicated that the t-values for each variable, Job Satisfaction (X1) and Work Environment (X2), were 6.579 and 2.606, respectively. These values were greater than the critical t-value of 2.04523, indicating that all variables had a significant influence on employees' performance at PT. Daya Anugrah Mandiri (Daya Motor) Baturaja Branch. The calculated F-value of 124.612 was greater than the critical F-value of 3.33, suggesting that Job Satisfaction and Work Environment jointly had a significant influence on employees' performance at PT. Daya Anugrah Mandiri (Daya Motor) Baturaja Branch. The coefficient of determination (R-squared) was 0.896, indicating that 89.6% of the employees' performance (Y) could be explained by the variables Job Satisfaction (X1) and Work Environment (X2), while the remaining 10.4% was influenced by other variables not examined in this study. Based on the obtained analysis results, it was concluded that neglecting job satisfaction and work environment would enhance employees' performance at PT. Daya Anugrah Mandiri (Daya Motor) Baturaja Branch.

Keywords: Job Satisfaction, Work Environment, Employees' Performance.