

ABSTRAK

Pari Rama Kurniawan (2023). Pengaruh Pengembangan SDM Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Perkebunan Nusantara VII Unit Pabrik Karet Baturaja. Dibimbing oleh ibu RR Dimas Veronica priharti, S.E.,M.M selaku pembimbing II dan Bapak Ali Akbar, S.E.,M.Si, selaku pembimbing I. Penelitian ini bertujuan untuk mengetahui Pengaruh Pengembangan SDM Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Perkebunan Nusantara VII Unit Pabrik Karet Baturaja.

Teknik analisis data yang digunakan adalah regresi linear Berganda. Berdasarkan hasil analisis secara parsial variabel pengembangan SDM memiliki t-hitung (2.857) > t-tabel (2.02619) maka H_0 ditolak dan H_a diterima. Artinya bahwa Pengembangan SDM berpengaruh signifikan terhadap kinerja karyawan pada PT. Perkebunan Nusantara VII Unit Pabrik Karet Baturaja, sedangkan variabel lingkungan kerja memiliki t-hitung (2.385) > t-tabel (2.02619) maka H_0 ditolak dan H_a diterima. Artinya bahwa Lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan pada PT. Semen Baturaja Tbk. Secara simultan $F_{hitung} 8.492 > F_{tabel} 3.25$ maka H_0 ditolak dan H_a diterima, artinya secara simultan ada pengaruh signifikan Pengembangan SDM dan Lingkungan kerja terhadap kinerja karyawan pada PT. Perkebunan Nusantara VII Unit Pabrik Karet Baturaja. Koefisien determinasi dari *Adjusted R square* yang diperoleh sebesar 0.315. Hal ini menunjukkan berarti sumbangan pengaruh Pengembangan SDM dan Lingkungan kerja terhadap kinerja karyawan sebesar 31,5% sedangkan sisanya 68,5% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti Pengetahuan, budaya organisasi dan kepuasa kerja (kasmir, 2020:189).

Kata Kunci : Pengembangan SDM Dan Lingkungan Kerja Dan kinerja.

ABSTRACT

Pari Rama Kurniawan (2023). The Influence of HR Development and Work Environment on Employees' Performance at PT. Nusantara Plantation VII Baturaja Rubber Factory Unit. This study was under the guidance of RR Dimas Veronica priharti, S.E., M.M and Ali Akbar, S.E., M.Si. This study aimed to determine the influence of HR Development and Work Environment on Employees' Performance at PT. Nusantara Plantation VII Baturaja Rubber Factory Unit.

The data analysis technique used was multiple linear regression. Based on the results of the partial analysis of the HR development variable, it had t-count (2.857) > t-table (2.02619), so H_0 was rejected and H_a was accepted. This meant that HR Development had a significant influence on employees' performance at PT. Nusantara Plantation VII Baturaja Rubber Factory Unit, while the working environment variable had t-count (2.385) > t-table (2.02619) then H_0 was rejected and H_a was accepted. This meant that the work environment had a significant influence on employees' performance at PT. Nusantara Plantation VII Baturaja Rubber Factory Unit. Simultaneously Fcount 8,492 > Ftable 3.25 then H_0 was rejected and H_a was accepted, meaning that simultaneously there was a significant influence of HR development and work environment on employees' performance at PT. Nusantara Plantation VII Baturaja Rubber Factory Unit. The coefficient of determination of the Adjusted R square obtained was 0.315. This showed that the contribution of the influence of HR Development and Work Environment on employees' performance was 31.5% while the remaining 68.5% was influenced by other variables not mentioned in this study such as Knowledge, organizational culture and job satisfaction (Kasmir, 2020: 189) .

Keywords: HR Development and Work Environment and performance.