

ABSTRACT

Mutiara Ramadona (2023), The Influence of the Work Environment and Job Satisfaction on Employees' Performance at the Tirta Raja Drinking Water Regional Public Company, Ogan Komering Ulu Regency. The research was under the guidance of Ali Akbar, S.E., M.Si. and RR. Dimas Veronica Priharti, S.E., M.M.

This research discussed the influence of the work environment and job satisfaction on employees' performance at the Tirta Raja Drinking Water Regional Public Company, Ogan Komering Ulu Regency. The data collection technique used in this research was through distributing questionnaires. The total population was 42 people. The data analysis technique used was Multiple Linear Regression. The results of the analysis in this study explained that the t-count for each Work Environment variable (X1) was 5.009 and Job Satisfaction (X2) was 2.714, which was greater than the t-value of 2.022, which stated that each variable had a partial influence on Employees' Performance in Tirta Raja Drinking Water Regional Public Company, Ogan Komering Ulu Regency. Simultaneously there was an influence of the Work Environment and Job Satisfaction on Employees' Performance at the Tirta Raja Drinking Water Regional Public Company, Ogan Komering Ulu Regency with F-count of 19.469 which was greater than F-table of 3.24. The coefficient of determination (R²) was 0.500, meaning that in this case the contribution of the influence of the Work Environment and Job Satisfaction on Employees' Performance was 50%, while the remaining 50% was influenced by other variables not examined in this research, namely ability, knowledge, work design, personality, motivation, work, leadership, leadership style, organizational culture, loyalty, commitment, and work discipline. (Kasmir, 2016:189)

Keywords: Work Environment, Job Satisfaction, Employees' Performance

ABSTRAK

Mutiara Ramadona (2023), Pengaruh Lingkungan Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada Perusahaan Umum Daerah Air Minum Tirta Raja Kabupaten Ogan Komering Ulu. Dibimbing oleh Bapak Ali Akbar, S.E., M.S. dan Ibu RR Dimas Veronica Priharti, S.E., M.M.

Penelitian ini membahas tentang pengaruh Lingkungan Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada Perusahaan Umum Daerah Air Minum Tirta Raja Kabupaten Ogan Komering Ulu. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 42 orang. Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Hasil analisis dalam penelitian ini menjelaskan t_{hitung} masing-masing variabel Lingkungan Kerja (X1) sebesar 5,009 dan Kepuasan Kerja (X2) sebesar 2,714 lebih besar jika dibandingkan dengan nilai t_{tabel} sebesar 2,022 yang menyatakan masing-masing variabel berpengaruh secara parsial terhadap Kinerja karyawan Pada Perusahaan Umum Daerah Air Minum Tirta Raja Kabupaten Ogan Komering Ulu. Secara simultan ada pengaruh Lingkungan Kerja dan Kepuasan Kerja terhadap Kinerja Karyawan Pada Perusahaan Umum Daerah Air Minum Tirta Raja Kabupaten Ogan Komering Ulu dengan F_{hitung} sebesar 19,469 lebih besar dari F_{tabel} sebesar 3.24. Nilai koefisien determinasi (R^2) sebesar 0,500 artinya dalam hal ini sumbangan Lingkungan Kerja dan Kepuasan Kerja sebesar 50% sedangkan sisanya 50% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini yaitu kemampuan, pengetahuan, rancangan kerja, kepribadian, motivasi kerja, kepemimpinan, gaya kepemimpinan, budaya organisasi, loyalitas, komitmen, dan disiplin kerja. (Kasmir, 2016:189)

KataKunci: Lingkungan Kerja dan Kepuasan Kerja, Kinerja