

ABSTRAK

Dwi Septi Listiyaningsih (2023). Pengaruh Etos Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Dibimbing oleh Bapak Noviansyah, S.E.,M.Si. selaku pembimbing I dan Ibu Rani Anwar, S.Pd., M.M selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui pengaruh Etos Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Data yang digunakan data primer melalui kuesioner dan Jumlah populasi sebanyak 30 Karyawan. Analisis yang digunakan adalah regresi linier berganda, uji t, uji f, dan analisis koefisien determinasi. Hasil analisis data menunjukkan bahwa Etos Kerja dan Lingkungan Kerja berpengaruh terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja baik secara parsial maupun simultan. Hasil koefisien determinasi menunjukkan sumbangan pengaruh Etos Kerja dan Lingkungan Kerja secara bersama-sama terhadap kinerja karyawan sebesar 89,7% sedangkan sisanya sebesar 10,7% dipengaruhi oleh variabel lain. Bagi perusahaan agar PT. Pos Indonesia (Persero) Cabang Baturaja terus meningkatkan Kemampuan sumber daya manusia (SDM) dalam upaya memberikan kepuasan atau jasa layanan kepada masyarakat.

Kata Kunci: Etos Kerja, Lingkungan Kerja dan Kinerja Karyawan

ABSTRACT

Dwi Septi Listiyaningsih (2023). The Influence of Work Ethic and Work Environment on Employees' Performance at PT. Pos Indonesia (Persero) Baturaja Branch. The research was under the guidance of Noviansyah, S.E., M.Si. and Rani Anwar, S.Pd., M.M.

This research aimed to determine the influence of work ethic and work environment on employees' performance at PT. Pos Indonesia (Persero) Baturaja Branch. The data used was primary data through questionnaires and a population of 30 employees. The analysis used multiple linear regression, t test, f test, and analysis of the coefficient of determination. The results of data analysis showed that Work Ethic and work environment influenced PT. Pos Indonesia (Persero) Baturaja Branch, either partially or simultaneously. The results of the coefficient of determination showed that the contribution of the influence of Work Ethic and Work Environment together on employees' performance was 89.7%, while the remaining 10.7% was influenced by other variables. For companies so that PT. Pos Indonesia (Persero) Baturaja Branch continued to improve its human resource (HR) capabilities in an effort to provide satisfaction or services to the community.

Keywords: Work Ethic, Work Environment and Employees' Performance