

ABSTRAK

Reformasia (2022), penelitian dengan judul Pengaruh Kepuasan Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan PT Permata Finance Cabang Baturaja, Noviansyah, SE.,M.Si., selaku pembimbing I dan Hasiatul Aini, SE., M.Si., selaku pembimbing II.

Tujuan penelitian ini untuk mengetahui Pengaruh Kepuasan Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan PT Permata Finance Cabang Baturaja dengan 30 sampel, metode analisis yang digunakan adalah metode kuantitatif.

Nilai t_{hitung} Kepuasan Kerja (X_1) sebesar 3,678 dengan t_{tabel} sebesar 2,05183 karena $t_{hitung} (3,678) < (2,05183) t_{tabel}$ maka H_0 ditolak dan H_a diterima, artinya ada pengaruh signifikan Kepuasan Kerja terhadap Kinerja Karyawan sedangkan t_{hitung} Lingkungan Kerja (X_2) sebesar 2,920 dengan t_{tabel} sebesar 2,05183 karena $t_{hitung} (2,920) > t_{tabel} (2,05183)$ maka H_0 ditolak dan H_a diterima, artinya ada pengaruh signifikan Lingkungan Kerja terhadap Kinerja Karyawan PT. Permata Finance Cabang Baturaja. Nilai F_{hitung} 78,058 hasil tersebut kemudian di bandingkan dengan F_{tabel} pada tingkat kepercayaan 95% atau $\alpha = 5\%$ didapat F_{tabel} 3,35. Jadi $F_{hitung} > F_{tabel}$ dimana $78,058 > 3,35$ maka H_0 ditolak dan H_a diterima, artinya secara simultan ada pengaruh signifikan antara Kepuasan Kerja (X_1), Lingkungan Kerja (X_2), secara bersama-sama terhadap variabel Kinerja Karyawan (Y). Nilai koefisien determinasi (R square) pada penelitian ini adalah sebesar 0,853 yang menunjukkan pengertian bahwa Kinerja Karyawan (Y) pada PT. Permata Finance Cabang Baturaja dipengaruhi oleh variabel Kepuasan Kerja (X_1), Lingkungan Kerja (X_2) sebesar 85,3 % sedangkan sisanya 14,7 % dipengaruhi faktor lain yang tidak diteliti dalam penelitian ini seperti kepuasan kerja dan Iklim Organisasi (Riduan, dkk, 2009:290).

Kata kunci : Pengaruh Kepuasan Kerja, Lingkungan Kerja dan Kinerja Karyawan

ABSTRACT

Reformasia (2022), The Influence of Job Satisfaction and Work Environment on Employees' Performance at PT Permata Finance Baturaja Branch, under the guidance of Noviansyah, SE.,M.Si., and Hasiatul Aini, SE., M.Si.,

The purpose of this study was to determine the influence of job satisfaction and work environment on employees' performance at PT Permata Finance Baturaja branch with 30 samples, the analytical method used was quantitative method.

The tcount of Job Satisfaction (X1) was 3.678 with ttable of 2.05183 because tcount (3.678) < (2.05183) ttable then H0 was rejected and Ha was accepted, meaning that there was a significant influence of Job Satisfaction on Employees' Performance while tcount Work Environment (X2) of 2,920 with ttable of 2,05183 because tcount (2,920) > ttable (2,05183) then H0 was rejected and Ha was accepted, meaning that there was a significant influence of Work Environment on Employees' Performance of PT. Permata Finance Baturaja Branch. The Fcount value of 78.058 was then compared with Ftable at the 95% confidence level or = 5%, the F table was 3.35. So Fcount > Ftable where 78.058 > 3.35 then H0 was rejected and Ha was accepted, meaning that simultaneously there was a significant influence between Job Satisfaction (X1), Work Environment (X2), together on the Employees' Performance variable (Y). The value of the coefficient of determination (R square) in this study was 0.853 which showed the understanding that Employees' Performance (Y) at PT. Permata Finance Baturaja Branch was influenced by the variable Job Satisfaction (X1), Work Environment (X2) by 85.3% while the remaining 14.7% was influenced by other factors not examined in this study such as job satisfaction and organizational climate (Riduan et al, 2009 :290).

Keywords: Effect of Job Satisfaction, Work Environment and Employees' Performance