

ABSTRAK

ULAN SUCI LESTARI. 2023. Pengaruh Kepuasan Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT Permata *Finance* Cabang Baturaja. Skripsi dibimbing oleh ibu Rosmala Dewi, S.E., M.Si dan ibu Palupi Indah Sari, S.Kom., M.M.

Penelitian ini membahas tentang pengaruh Kepuasan Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT Permata *Finance* Cabang Baturaja . Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 34 orang. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh Kepuasan kerja Terhadap Kinerja Karayawan Pada PT Permata *Finance* Cabang Baturaja dengan nilai t hitung sebesar 2.859. Variabel Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT Permata *Finance* Cabang Baturaja dengan nilai t hitung sebesar 4.521. Secara simultan didapatkan ada pengaruh Kepuasan Kerja Dan Lingkungan Kerja terhadap Kinerja Karyawan Pada PT Permata *Finance* Cabang Baturaja dengan nilai F hitung sebesar 67.237. Koefisien determinasi (R^2) yang diperoleh sebesar 0,813 Hal ini menunjukkan berarti sumbangan pengaruh Kepuasan Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan sebesar 81,3% sedangkan sisanya 29,0% dipengaruhi oleh variabel lain diluar penelitian lain yaitu Kemampuan dan keahlian, pengetahuan, rancangan kerja, kepribadian, (Kasmir 2017:189).

Kata Kunci : Kepuasan Kerja dan Lingkungan Kerja, Kinerja Karyawan

ABSTRACT

ULAN SUCI LESTARI. 2023. The Influence of Job Satisfaction and Work Environment on Employees' Performance at PT Permata Finance Baturaja Branch. This study was under the guidance of Rosmala Dewi, S.E., M.Si, and Palupi Indah Sari, S.Kom., M.M.

This study discussed the influence of job satisfaction and work environment on employees' performance at PT Permata Finance Baturaja Branch. The data collection technique used in this research was through questionnaire distribution. The total population was 34 people. The data analysis technique used was Multiple Linear Regression. Based on the partial analysis results, there was an influence of job satisfaction on employees' performance at PT Permata Finance Baturaja Branch with a calculated value of 2.859. The variable work environment had an influence on employees' performance at PT Permata Finance Baturaja Branch with a calculated t-value of 4.521. Through simulation, it was found that there was an influence of job satisfaction and work environment on employees' performance at PT Permata Finance Baturaja Branch with a calculated F-value of 67.237. The obtained coefficient of determination (R^2) was 0.813, which indicated a significant contribution of job satisfaction and work environment to employees' performance by 81.396, while the remaining 29.096 was influenced by other variables outside the scope of this study, such as abilities and skills, knowledge, work design, personality (Kasmir 2017:189).

Keywords: Job Satisfaction, Work Environment, Employees' Performance