

ABSTRAK

Sela Setiawati (2023). Pengaruh Pengawasan dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Baturaja Gasindo Utama. Dibimbing oleh Ibu Novegya Ratih Primandari, S.E.,M.Si. selaku pembimbing I dan Ibu RR. Dimas Veronica Priharti, S.E., MM selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengawasan dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Baturaja Gasindo Utama. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 33 Karyawan PT. Baturaja Gasindo Utama. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan hasil uji hipotesis parsial variabel Pengawasan sebesar 6,999 dengan t tabel ($\alpha/2 = 0,05/2 = 0,025$) dan $df = n-k-1$ yaitu $33-2-1=30$ untuk uji dua sisi diperoleh 2,04227 dengan kriteria pengambilan keputusannya H_0 ditolak dan H_a diterima artinya ada pengaruh Pengawasan terhadap Kinerja karyawan PT. Baturaja Gasindo Utama. Sedangkan variabel Lingkungan Kerja memiliki t hitung sebesar 2,685 dengan t tabel ($\alpha/2 = 0,05/2 = 0,025$) dan $df = n-k-1$ yaitu $33-2-1=30$ untuk uji dua sisi diperoleh 2,04227 dengan kriteria pengambilan keputusannya H_0 ditolak dan H_a diterima artinya ada pengaruh Lingkungan Kerja terhadap Kinerja karyawan PT. Baturaja Gasindo Utama. Secara simultan didapatkan F_{hitung} sebesar 138,712. Hasil tersebut kemudian dibandingkan dengan F tabel, F tabel di peroleh dengan melihat ($df_1 = \text{jumlah variabel} - 1 = 3-1=2$ dan ($df_2 = n-k-1 = 33-2-1=30$ pada tingkat kepercayaan 95% atau $\alpha = 5\%$ didapat F_{tabel} 3,32. Jadi F_{hitung} $138,712 > F_{tabel}$ 3,32 maka H_0 ditolak dan H_a diterima, artinya ada pengaruh Pengawasan dan Lingkungan Kerja terhadap Kinerja karyawan PT. Baturaja Gasindo Utama. Koefisien determinasi (R^2) yang diperoleh sebesar 0,902. Hal ini menunjukkan berarti sumbangan pengaruh Pengawasan dan Lingkungan Kerja terhadap Kinerja karyawan sebesar 90,2% sedangkan sisanya 9,8% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti kemampuan, kepribadian dan minat kerja (Afandi 2021:86).

Kata Kunci: Pengawasan, Lingkungan Kerja dan Kinerja Karyawan

ABSTRACT

Sela Setiawati (2023) The influence of supervision and work environment on employees' performance at PT. Baturaja Gasindo Utama. The study was under the guidance of Novegya Ratih Primandari, S.E., M.Si., and RR. Dimas Veronica Priharti, S.E., MM,.

The aim of the study was to determine the influence of supervision and work environment on the performance of employees at PT. Baturaja Gasindo Utama. Data collection was conducted through questionnaire distribution. The total population consisted of 33 employees at PT. Baturaja Gasindo Utama. The data was analyzed using multiple linear regression. Based on the results of the partial hypothesis test, the supervision variable had an obtained value of 6.999 with a t-table ($\alpha/2 = 0.05/2 = 0.025$) and $df = n-k-1$, which was $33-2-1=30$. For the two-tailed test, the obtained value was 2.04227, with the decision criteria of rejecting H_0 and accepting H_a , indicating an influence of supervision on the performance of employees at PT. Baturaja Gasindo Utama. On the other hand, the work environment variable had a t-value of 2.685 with a t-table ($\alpha/2 = 0.05/2 = 0.025$) and $df = n-k-1$, which was $33-2-1=30$. For the two-tailed test, the obtained value was 2.04227, with the decision criteria of rejecting H_0 and accepting H_a , suggesting an influence of the work environment on the performance of employees at PT. Baturaja Gasindo Utama. Additionally, a simultaneous analysis revealed an F-value of 138.712. This result was then compared with the F-table, which was obtained by considering ($df_1 = \text{number of variables} - 1 = 3-1 = 2$ and ($df_2 = n-k-1 = 33-2-1 = 30$ at a confidence level of 95% or $\alpha = 5\%$, resulting in an F-table value of 3.32. Therefore, since the F-value of 138.712 was greater than the F-table value of 3.32, H_0 was rejected and H_a was accepted, indicating an influence of supervision and work environment on the performance of employees at PT. Baturaja Gasindo Utama. The coefficient of determination (R^2) obtained was 0.902. This indicated that the contribution of supervision and work environment to employees' performance was 90.2%, while the remaining 9.8% was influenced by other variables not mentioned in this study, such as abilities, personalities, and work interests (Afandi 2021:86).

Keywords: Supervision, Work Environment, Employees' Performance