

ABSTRAK

Penelitian skripsi ini bertujuan menganalisis pengaruh motivasi, kompetensi, lingkungan kerja terhadap kinerja karyawan pada perusahaan Askrindo Cabang Semarang. Populasi penelitian ini adalah diambil keseluruhan karyawan yang berjumlah 58 responden. Dalam pengambilan data menggunakan sampel sensus. Metode penelitian yang digunakan analisis penelitian deskriptif, kuantitatif, dimana alat-alat analisis regresi linier berganda.

Hasil penelitian analisis ini dapat disimpulkan bahwa hasil regresi linier berganda Motivasi 0,215 berpengaruh positif dan signifikan terhadap kinerja karyawan. Kompetensi 0,416 berpengaruh positif dan signifikan terhadap kinerja karyawan. Lingkungan Kerja 0,292 berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil hipotesis ketiga variabel bebas dinyatakan diterima.

Kata Kunci : Motivasi, Kompetensi, Lingkungan Kerja, Kinerja Karyawan

ABSTRACT

This thesis research aims to analyze the influence of motivation, competence, work environment on employee performance at the Semarang branch Askindo company. The population of this study was taken all employees totaling 58 respondents. In taking data using census samples. The research method used descriptive, quantitative research analysis, where linear regression analysis tools multiple.

The results of this analysis study can be concluded that the results of multiple linear regression Motivation 0.215 has a positive and significant effect on employee performance. Competency 0.416 has a positive and significant effect on employee performance. Work Environment 0.292 has a positive and significant effect on employee performance. The results of the third hypothesis of the independent variables declared acceptable.

Keywords: Motivation, Competence, Work Environment, Work Performance