

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja, tunjangan kerja dan motivasi terhadap kinerja karyawan di PT Industri Gula Nusantara Kabupaten Kendal. Sampel pada penelitian ini adalah karyawan PT Industri Gula Nusantara Kabupaten Kendal sebanyak 100 responden. Pengumpulan Data menggunakan metode survei dan kuesioner sebagai instrument. Penentuan jumlah sampel menggunakan rumus Slovin. Data di olah menggunakan SPSS. Pengujian dilakukan dengan uji validitas, uji realibilitas, uji F, uji koefisien determinasi (R^2) dan uji hipotesis (uji t). Hasil penelitian ini menunjukkan bahwa variabel lingkungan kerja berpengaruh signifikan secara parsial terhadap kinerja karyawan. Variabel tunjangan kerja tidak berpengaruh secara parsial terhadap kinerja karyawan. Variabel motivasi berpengaruh signifikan secara parsial terhadap kinerja karyawan.

Kata Kunci : Lingkungan Kerja, Tunjangan Kerja, Motivasi dan Kinerja Karyawan

ABSTRACT

This study aims to analyze the influence of work environment, work benefits and motivation on employee performance at PT Industri Gula Nusantara, Kendal Regency. The sample in this study were employees of PT Industri Gula Nusantara, Kendal Regency, as many as 100 respondents. Data collection used survey methods and questionnaires as instruments. Determination of the number of samples using the Slovin formula. The data were processed using SPSS. Tests were carried out by validity test, reliability test, F test, determination coefficient test (R²) and hypothesis testing (t test). The results of this study indicate that work environment variables have partially significant effect on employee performance. performance allowance variable does not have partial effect on employee performance. Motivation variable has partially significant effect on employee performance

Keywords : Work Environment, Work Benefits, Motivation and Employee Performance