

ABSTRAK

PENGARUH HUBUNGAN INTERPERSONAL, LINGKUNGAN KERJA, DAN *REWARD* TERHADAP KEPUASAN KERJA KARYAWAN PADA PT. KUDUS KARYA PRIMA

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Penelitian ini bertujuan menguji pengaruh hubungan interpersonal, lingkungan kerja dan *reward* terhadap kepuasan kerja karyawan pada PT. Kudus Karya Prima baik secara parsial dan secara berganda. Penelitian ini menggunakan Pendekatan *eksplanatory*. Uji instrumen meliputi validitas dan reliabilitas, Analisis data menggunakan uji regresi berganda, uji t, uji F dan koefisien determinasi. Berdasarkan pembahasan yang telah diuraikan, maka dapat disimpulkan bahwa: (1) Ada pengaruh positif signifikan lingkungan kerja terhadap kepuasan kerja karyawan pada PT. Kudus Karya Prima, dengan $t_{hitung} 3,426 > t_{tabel} 1,663$, dan $Sig 0,001 < 0,05$. (2) Ada pengaruh positif signifikan hubungan interpersonal terhadap kepuasan kerja karyawan pada PT. Kudus Karya Prima, dengan $t_{hitung} 3,107 > t_{tabel} 1,663$, dan $Sig 0,003 < 0,05$. (3) Ada pengaruh positif signifikan *reward* terhadap kepuasan kerja karyawan pada PT. Kudus Karya Prima, dengan $t_{hitung} 2,429 > t_{tabel} 1,663$, dan $Sig 0,017 < 0,05$. (4) Ada pengaruh positif dan signifikan hubungan interpersonal, lingkungan kerja, dan *reward* terhadap kepuasan kerja karyawan pada PT. Kudus Karya Prima secara berganda, dengan F_{hitung} sebesar $67,243 > F_{tabel}$ sebesar $2,708$, $Sig. 0,000 < 0,05$.

Kata Kunci : Hubungan interpersonal, lingkungan kerja dan *reward* terhadap kepuasan kerja karyawan.

ABSTRACT

THE INFLUENCE OF INTERPERSONAL RELATIONSHIPS, THE WORK ENVIRONMENT, AND REWARD TOWARDS JOB SATISFACTION EMPLOYEES AT PT. KUDUS WORK OF PRIMA

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This research aims to test the influence of interpersonal relationships, the work environment and employee job satisfaction against the reward on the Kudus work of PT Prima well partially and in a double. This research uses a eksplanatory Approach. Test instruments include the validity and reliability of data analysis using multiple regression test, test test t, F and the coefficients of determination. Based on the discussion that has been outlined, it can be concluded that: (1) there is a significant positive influence the work environment against the job satisfaction of employees at PT Prima, with Works of the Kudus thitung ttabel > 3.426 1.663, and Sig $0.001 < 0.05$. (2) there is a significant positive influence on interpersonal relationships towards job satisfaction of employees at PT Prima, with Works of the Kudus thitung ttabel > 3.107 1.663, and Sig $0.003 < 0.05$. (3) there is a significant positive influence reward against the job satisfaction of employees at PT Prima, with Works of the Kudus thitung ttabel > 2.429 1.663, and Sig $0.017 < 0.05$. (4) there is a significant and positive influence of interpersonal relationships, the work environment, and reward towards job satisfaction employees at PT Prima Works are Kudus, with the double F count of $67.243 > F$ table of 2.708, Sig. $0.000 < 0.05$.

Key words: interpersonal relationships, the work environment and employee job satisfaction against the reward.