

ABSTRAK

PENGARUH LINGKUNGAN KERJA FISIK, LINGKUNGAN KERJA NON FISIK, DAN KOMPETENSI TERHADAP KINERJA KARYAWAN PADA UD. AROFAH KUDUS

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Penelitian ini menganalisis pengaruh lingkungan kerja fisik, lingkungan kerja non fisik dan kompetensi terhadap kinerja karyawan. Penelitian ini menggunakan pendekatan kuantitatif dan deskriptif serta teknik pengumpulan datanya menggunakan kuesioner dan wawancara. Populasi penelitian 145 karyawan dan sampel sebanyak 106 responden. Pengolahan data meliputi *coding*, *scoring*, *editing* dan *tabulating* serta proses dengan program komputer. Analisis data menggunakan uji asumsi klasik, uji validitas reliabilitas, regresi linear berganda, uji hipotesis (uji t dan F) serta uji koefisien determinasi Adjusted R Square. Berdasarkan hasil analisis data dihasilkan kesimpulan bahwa Lingkungan kerja fisik mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan. Hal ini berarti ketika lingkungan kerja fisik dalam kondisi baik maka kinerja karyawan pada UD Arofah Kudus akan mengalami kenaikan. Lingkungan kerja non fisik mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan. Hal ini berarti ketika lingkungan kerja non fisik dalam kondisi baik maka kinerja karyawan pada UD Arofah Kudus akan mengalami kenaikan. Kompetensi mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan. Hal ini berarti ketika kompetensi dalam kondisi baik maka kinerja karyawan pada UD Arofah Kudus akan mengalami kenaikan. Lingkungan kerja fisik, lingkungan kerja non fisik, dan kompetensi mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan. Hal ini berarti ketika Lingkungan kerja fisik, lingkungan kerja non fisik, dan kompetensi meningkat baik maka kinerja karyawan pada UD Arofah Kudus akan mengalami peningkatan.

Kata Kunci : Lingkungan kerja fisik, lingkungan kerja non fisik, kompetensi, dan kinerja.

ABSTRACT

THE INFLUENCE OF THE PHYSICAL WORK ENVIRONMENT, THE WORKING ENVIRONMENT OF NON PHYSICAL, AND COMPETENCIES ON PERFORMANCE OF EMPLOYEES AT UD. KUDUS AROFAH

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This study analyzes the influence of the physical work environment, non physical work environment on performance and competence of the employees. This research using quantitative and descriptive approach as well as its data gathering techniques using questionnaires and interviews. Population 145 employees and research as much as 106 samples of respondents. Data processing includes coding, scoring, editing and tabulating and processes with computer programs. Data analysis using a classic assumption test, test the validity of a multiple linear regression, reliability, hypothesis test (test t and F) as well as a test of the determination of the coefficient of Adjusted R Square. Based on the results of the analysis of data generated conclusion that physical work environment has a positive and significant influence on performance of employees. This means when the physical work environment in good condition then performance of employees on the UD Kudus Arofah would increase. The non physical work environment has a positive and significant influence on performance of employees. This means when a non physical work environment in good condition then performance of employees on the UD Kudus Arofah would increase. Competencies have a positive and significant influence on performance of employees. This means when the competence in good condition then performance of employees on the UD Kudus Arofah would increase. The physical work environment, the working environment of non physical, and competence has a positive influence and significantly to the performance of the employee. This means when the physical work environment, the working environment of non physical, and competence increase employee performance is good then at Kudus Arofah UD will experience an increase.

Key words: physical work environment, non physical work environment, competence, and performance.