

## ABSTRACT

### **HUMAN RELATION ANALYSIS, PHYSICAL CONDITION OF ENVIRONMENT AND CLIMATE ORGANIZATION TO THE PERFORMANCE OF EMPLOYEES THROUGH WORK ETHIC IN THE OFFICE OF INDUSTRY, TRADE, COOPERATIVE AND UKM REMBANG**

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*This research aims to analyze the influence of human relation, environmental physical condition and climate of the Organization to the performance of employees through the work ethic of the Department of Industry, Trade, cooperatives and UKM Rembang. This research is a research using quantitative approaches, based on explanation levels, so this type of research is an associative or research study that tests the influence between variables in this case testing the influence of Human relation, the physical condition of the working environment, and the organizational climate for the work ethic and performance of officers in the Office of Industry, Trade, cooperatives, and UKM Rembang. Sample research of 110. Sampling techniques using proportional sampling. Data collection methods use editing, coding, tabulating, and scoring. Data Analysis uses quantitative analysis using the SEM (Structural Equation Modeling) model. The results concluded that the entire hypothesis was received due to the direct influence between human relations, the physical condition of the working environment, the organizational climate of the work ethic and the performance of positive and significant value of  $< 0.05$ . Human relation influence, physical condition of work environment and climate of the Organization to performance positive and significant value so it is said that the work ethic is able to strengthen human relation influence, physical condition of work environment and climate of organization to performance.*

*Keyword: Human relation, physical condition of work environment and Climate of the Organization against performance.*

## ABSTRAKSI

### **ANALISIS *HUMAN RELATION*, KONDISI FISIK LINGKUNGAN DAN IKLIM ORGANISASI TERHADAP KINERJA PEGAWAI MELALUI ETOS KERJA PADA DINAS PERINDUSTRIAN, PERDAGANGAN, KOPERASI DAN UKM REMBANG**

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Penelitian ini bertujuan untuk menganalisis pengaruh *human relation*, kondisi fisik lingkungan dan iklim organisasi terhadap kinerja pegawai melalui etos kerja pada Dinas Perindustrian, Perdagangan, Koperasi dan UKM Rembang. Penelitian ini merupakan penelitian dengan menggunakan pendekatan kuantitatif, berdasarkan tingkat penjelasan, maka jenis penelitian ini merupakan penelitian asosiatif atau penelitian yang menguji pengaruh antar variabel dalam hal ini menguji pengaruh *human relation*, kondisi fisik lingkungan kerja, dan iklim organisasi terhadap etos kerja dan kinerja pegawai pada Dinas Perindustrian, Perdagangan, Koperasi, dan UKM Rembang. Sampel penelitian sebanyak 110. Teknik pengambilan sampel menggunakan *proportional sampling*. Metode Pengumpulan Data menggunakan *editing, coding, tabulating*, dan *scoring*. Analisis Data menggunakan analisis kuantitatif dengan menggunakan model SEM (Structural Equation Modeling). Hasil penelitian menyimpulkan bahwa seluruh hipotesis diterima karena pengaruh langsung antara *human relation*, kondisi fisik lingkungan kerja, iklim organisasi terhadap etos kerja dan kinerja bernilai positif dan signifikan  $< 0,05$ . Pengaruh *human relation*, kondisi fisik lingkungan kerja dan iklim organisasi terhadap kinerja bernilai positif dan signifikan sehingga dikatakan bahwa etos kerja mampu memperkuat pengaruh *human relation*, kondisi fisik lingkungan kerja dan iklim organisasi terhadap kinerja.

Kata Kunci : *Human relation*, kondisi fisik lingkungan kerja dan iklim organisasi terhadap kinerja.