

ABSTRAK

Penelitian ini bertujuan untuk mengetahui, menganalisis dan menjelaskan bagaimana gambaran lingkungan kerja, motivasi kerja dan kinerja karyawan pada bagian produksi PT Mitsui Kinzoku ACT Indonesia, apakah terdapat hubungan antara lingkungan kerja dengan motivasi kerja, apakah terdapat pengaruh secara parsial dan simultan lingkungan kerja dan motivasi kerja terhadap kinerja karyawan pada bagian produksi PT Mitsui Kinzoku ACT Indonesia. Penelitian ini menggunakan pendekatan kuantitatif dengan metode deskriptif verifikatif dan alat analisis yang digunakan yaitu analisis jalur dengan sampel sebanyak 100 orang. Berdasarkan hasil analisis deskriptif diperoleh bahwa lingkungan kerja berada pada kategori cukup baik, motivasi kerja berada pada kategori baik dan kinerja karyawan berada pada kategori cukup baik. Berdasarkan hasil analisis verifikatif diperoleh bahwa terdapat hubungan yang kuat antara lingkungan kerja dengan motivasi kerja, secara parsial dan simultan bahwa lingkungan kerja dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan pada bagian produksi PT Mitsui Kinzoku ACT Indonesia.

Kata kunci: lingkungan kerja, motivasi kerja, kinerja karyawan



ABSTRACT

This study aims to determine, analyze and explain how the description of the work environment, work motivation and employee performance in the production department of PT Mitsui Kinzoku ACT Indonesia, whether there is a relationship between the work environment and work motivation, whether there is a partial and simultaneous influence on the work environment and work motivation. on the performance of employees in the production division of PT Mitsui Kinzoku ACT Indonesia. This study uses a quantitative approach with descriptive verification method and the analytical tool used is path analysis with a sample of 100 people. Based on the results of the descriptive analysis, it was found that the work environment was in the fairly good category, work motivation was in the good category and employee performance was in the fairly good category. Based on the results of the verification analysis, it was found that there is a strong relationship between work environment and work motivation, partially and simultaneously that work environment and work motivation have a significant effect on employee performance in the production department of PT Mitsui Kinzoku ACT Indonesia.

Keywords: *work environment, work motivation, employee performance*

