

ABSTRAKSI

PENGARUH KEDISIPLINAN, MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PT. ARGANTHA JAYA GLOBALINDO (STUDI KASUS BAGIAN *CUTTING*) DI KARANGANYAR

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Penelitian ini bertujuan untuk menganalisis pengaruh kedisiplinan, motivasi dan lingkungan kerja terhadap kinerja karyawan PT. Argantha Jaya Globalindo Karanganyar. Populasi dan sampel berjumlah 40 orang yang menggunakan data primer, teknik pengumpulan data dengan membagikan kuisioner. Metode analisis di penelitian ini terdiri dari pengujian instrument, uji asumsi klasik, analisis regresi linier berganda, uji T, uji F dan uji R^2 . Hasil analisis regresi menunjukkan kedisiplinan, motivasi, dan lingkungan kerja berpengaruh positif terhadap kinerja karyawan PT. Argantha Jaya Globalindo Karanganyar. Hasil uji T menunjukkan bahwa: Kedisiplinan, motivasi dan lingkungan kerja berpengaruh positif signifikan terhadap kinerja karyawan. Hasil uji F dapat di simpulkan secara bersama-sama kedisiplinan, motivasi dan lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan PT. Argantha Jaya Globalindo Karanganyar. Uji koefisien determinasi dari nilai R^2 didapatkan hasil sebesar 0.715 yang berarti kinerja karyawan PT. Argantha Jaya Globalindo Karanganyar mampu dijelaskan oleh kedisiplinan, motivasi dan lingkungan kerja sebesar 71,5% sedangkan (28,5%) dijelaskan oleh faktor lain yang tidak diteliti dalam penelitian, sebagai contoh stres kerja, beban kerja, kompensasi, budaya organisasi dan lain-lain.

Kata Kunci : Kedisiplinan, Motivasi, Lingkungan Kerja, Kinerja

ABSTRACTION

EFFECT OF DISCIPLINE, MOTIVATION AND WORK ENVIRONMENT TO EMPLOYEE PERFORMANCE PT. ARGANTHA JAYA GLOBALINDO (CASE STUDY OF CUTTING) IN KARANGANYAR

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This study aims to analyze the influence of discipline, motivation and work environment on the performance of employees of PT. Argantha Jaya Globalindo Karangnyar. The population and sample of 40 people who use primary data, data collection techniques by distributing questionnaires. The analytical method in this study consisted of testing the instrument, the classic assumption test, multiple linear regression analysis, the T test, the F test and the R2 test. The results of the regression analysis showed discipline, motivation, and the work environment had a positive effect on the performance of the employees of PT. Argantha Jaya Globalindo Karanganyar. T test results show that: Discipline, motivation and work environment have a significant positive effect on employee performance. F test results can be concluded together with discipline, motivation and work environment significantly influence the performance of the employees of PT. Argantha Jaya Globalindo Karanganyar. Test the coefficient of determination of the value of R2 obtained a result of 0.715 which means the performance of employees of PT. Argantha Jaya Globalindo Karanganyar can be explained by discipline, motivation and work environment by 71.5% while (28.5%) explained by other factors not examined in the study, for example work stress, workload, compensation, organizational culture and others-other.

Keywords: Motivation, Communication, Compensation, Performance.