

ABSTRAK

Penelitian dengan judul “ Pengaruh Lingkungan Kerja dan Motivasi Terhadap Kinerja Karyawan di Toko Buku Gramedia Mal Puri Indah bertujuan untuk mengetahui tanggapan karyawan mengenai lingkungan kerja, motivasi, dan kinerja karyawan di Toko Buku Gramedia Mal Puri Indah serta mengetahui lingkungan kerja, motivasi terhadap kinerja karyawan di Toko Buku Gramedia Mal Puri Indah. Penelitian melibatkan 120 karyawan sebagai responden. Hasil tanggapan responden dengan di uji validitas dan uji reliabilitas, analisis linier berganda, uji asumsi klasik, uji F (simultan), dan uji T (parsial).

Hasil penelitian mengetahui bahwa tanggapan sebagian besar responden terhadap lingkungan kerja dapat dikatakan baik atau setuju, tanggapan terhadap motivasi dikatakan negative atau kurang setuju namun berpengaruh. Serta tanggapan kinerja karyawan Toko Buku Gramedia Mal Puri Indah dapat dikatakan baik atau setuju. Secara parsial tidak ada pengaruh antara lingkungan kerja dan motivasi. Sedangkan secara simultan lingkungan kerja berpengaruh positif dan motivasi berpengaruh secara negatif namun berhubungan terhadap kinerja karyawan.

Kata kunci : Lingkungan Kerja, Motivasi, Kinerja Karyawan

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ABSTRACT

The study titled "The Effect of Work Environment on Employee Performance and Motivation in Gramedia Bookstore Puri Indah Mall aims to determine the responses of employees regarding work environment, motivation, and performance of employees in Gramedia Bookstore Puri Indah Mall as well as knowing the work environment, motivation on employee performance in Gramedia Bookstore Mal Puri Indah. The study involved 120 employees as respondents. The results of the respondents in the validity and reliability testing, multiple linear analysis, the classical assumption test, F test (simultaneous), and the test T (partial).

The results of the research to know that most respondents responses to the work environment can be good or agree, in response to said negative motivation or less agrees, but influential. As well as employee performance feedback Gramedia Bookstore Puri Indah Mall can be good or disagree. Partially no influence between the work environment and motivation. While simultaneously working environment positive influence and motivation but negatively related to employee performance.

Keywords: Work Environment, Motivation, Employee Performance



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