

ABSTRACT

This study aimed to examine the effect of Working Environment, Motivation and Working Satisfaction of the Employee's Working Performance in PT. East Jakarta Industrial Park (EJIP). This study used quantitative methods. The population of this study, all the employees of PT. East Jakarta Industrial (EJIP) as many as 149 people. The sampling technique using probability sampling, with proportional random sampling, found a sample of 60 people, obtained by the formula Slovin. Data were analyzed using multiple regression analysis with SPSS version 22.0. The result showed that Working Environment, Motivation and Working Satisfaction partially and simultaneously have significant effect on Employee's Working Performance. Working Environment, Motivation and Working Satisfaction have a more significant effect than the other dimensions to the dimensions of Employee's Working Performance. Simultaneously, Working Environment, Motivation and Working Satisfaction have a significant effect on Employee's Working Performance. If Working Environment, Motivation and Working Satisfaction increased, then Employee's Working Performance will also increase.

Keywords: Working Environment, Motivation, Working Satisfaction, Working Performance



ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh Iklim Kerja, Motivasi dan Kepuasan Kerja terhadap Kinerja Karyawan pada PT. East Jakarta Industrial Park (EJIP). Penelitian ini menggunakan metode kuantitatif. Populasi penelitian, seluruh karyawan PT. East Jakarta Industrial Park (EJIP) sebanyak 149 orang, teknik pengambilan sampel menggunakan *probability sampling*, dengan *proportional random sampling*, ditemukan sampel sebanyak 60 orang dengan menggunakan rumus Slovin. Analisa data menggunakan analisis regresi berganda dengan bantuan SPSS versi 22.0. Hasil penelitian menunjukkan bahwa Iklim Kerja, Motivasi dan Kepuasan Kerja berpengaruh signifikan terhadap Kinerja Karyawan. Iklim Kerja, Motivasi dan Kepuasan Kerja memiliki pengaruh yang lebih signifikan dibandingkan dengan dimensi lainnya terhadap dimensi Kinerja Karyawan. Secara bersama-sama, Iklim Kerja, Motivasi dan Kepuasan Kerja memiliki pengaruh yang signifikan terhadap peningkatan Kinerja Karyawan. Jika Iklim Kerja, Motivasi dan Kepuasan Kerja mengalami peningkatan, maka Kinerja Karyawan juga akan meningkat.

Kata Kunci: Iklim Kerja, Motivasi, Kepuasan Kerja, Kinerja

