

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh masing-masing variable Pelatihan (X1), Motivasi (X2), Lingkungan kerja (X3) terhadap Kinerja Karyawan (Y) di PT Hoja Indonesia. Data dikumpulkan dengan menyebarkan kuesioner terhadap 45 responden karyawan produksi di PT. Hoja Indonesia dengan teknik pengambilan sampel jenuh. Metode yang digunakan analisis Regresi Linier Berganda dengan Aplikasi Program SPSS. Berdasarkan hasil analisa pada penelitian ini diperoleh bahwa Pelatihan berpengaruh positif signifikan dalam meningkatkan Kinerja Karyawan, Motivasi tidak berpengaruh terhadap Kinerja Karyawan dan Lingkungan Kerja tidak berpengaruh terhadap Kinerja Karyawan.

Kata kunci : Pelatihan, Motivasi, Lingkungan Kerja dan Kinerja Karyawan

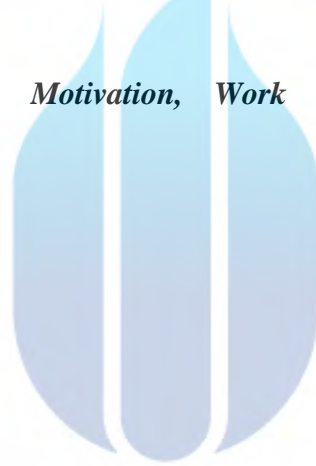


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ABSTRACT

Research based on the condition of employee performance from time to time, so that companies must open new strategies in maintaining and improving employee performance. The purpose of this study is to analyse the effect of each variable Training (X1), Motivation (X2), Work environment (X3) on Employee Performance (Y) at PT Hoja Indonesia. Data was collected by distributing questionnaires to 45 respondents of production employees at PT Hoja Indonesia with saturated sampling technique. The method used is Multiple Linear Regression analysis with the SPSS Program Application. Based on the results of the analysis in this study obtained that training has a significant positive effect in improving employee performance, motivation has no effect on employee performance and work environment has no effect on employee performance.

Keywords : *Training, Motivation, Work Environment and Employee Performance*



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