

**PENGARUH LINGKUNGAN KERJA DAN MOTIVASI KERJA
TERHADAP KINERJA KARYAWAN DIVISI MAINTENANCE PADA
PT. INDOMARCO PRISMATAMA CABANG BOGOR 1**

***THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION
ON THE PERFORMANCE OF MAINTENANCE DIVISION EMPLOYEES
AT PT. INDOMARCO PRISMATAMA BOGOR BRANCH 1***

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja dan motivasi kerja, terhadap kinerja karyawan Divisi *Maintenance* pada PT. Indomarco Prismatama Cabang Bogor 1. Metode yang digunakan pada penelitian ini adalah deskriptif kuantitatif dan verifikatif. Penggunaan sampel dalam penelitian berjumlah 40 orang karyawan Divisi *Maintenance*. Data kuesioner diuji melalui metode uji validitas, reliabilitas dan asumsi klasik. Teknik analisis menggunakan skala ordinal untuk menganalisis regresi linear berganda, analisis korelasi berganda, analisis koefisien determinasi, uji hipotesis. Tanggapan karyawan terhadap lingkungan kerja berada dalam kategori cukup baik, motivasi kerja berada dalam kategori tinggi dan kinerja karyawan berada dalam kategori cukup baik. Hasil penelitian menunjukkan bahwa secara simultan dan parsial lingkungan kerja dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada Divisi *Maintenance* PT. Indomarco Prismatama Cabang Bogor 1.

Kata Kunci : Lingkungan Kerja, Motivasi Kerja, Kinerja Karyawan.

ABSTRACT

This study aims to determine the influence of work environment and work motivation, on the performance of Maintenance Division employees at PT. Indomarco Prismatama Bogor Branch 1. The method used in this research is descriptive quantitative and verification. The use of samples in the study amounted to 40 employees of the Maintenance Division. Questionnaire data was tested through the method of validity, reliability and classical assumptions. The analysis technique uses an ordinal scale to analyze multiple linear regression, multiple correlation analysis, analysis of the coefficient of determination, hypothesis testing. The employee's response to the work environment is in the fairly good category, work motivation is in the high category and the employee's performance is in the fairly good category. The results showed that simultaneously and partially the work environment and work motivation had a positive and significant effect on employee performance in the Maintenance Division of PT. Indomarco Prismatama Bogor Branch 1.

Keywords: Work Environment, Work Motivation, Employee Performance.