

PENGARUH MOTIVASI KERJA, KOMPETENSI, DAN LINGKUNGAN KERJA, TERHADAP KINERJA KARYAWAN PADA PT. SINAR SOSRO KANTOR PENJUALAN CIBINONG

THE INFLUENCE OF WORK MOTIVATION, COMPETENCE, AND WORK ENVIRONMENT, ON EMPLOYEE PERFORMANCE AT PT. SINAR SOSRO CIBINONG SALES OFFICE

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh motivasi kerja, kompetensi, dan lingkungan kerja terhadap kinerja karyawan PT. Sinar Sosro pada Kantor Penjualan Cibinong baik secara simultan maupun parsial. Desain penelitian ini menggunakan metode penelitian deskriptif dan verifikatif. Teknik pengambilan sampel dengan metode pengambilan sampel jenuh. Jumlah responden sebanyak 55 orang. Subjek penelitian ini adalah karyawan PT. Sinar Sosro Kantor Penjualan Cibinong, serta objek penelitian adalah motivasi kerja, kompetensi, dan lingkungan kerja serta kinerja karyawan. Alat yang digunakan dalam analisis ini adalah analisis regresi linier berganda, analisis korelasi berganda, analisis koefisien determinasi, dan pengujian hipotesis (uji F dan uji t). Hasil analisis menunjukkan bahwa secara parsial maupun simultan motivasi kerja, kompetensi, dan lingkungan kerja memiliki pengaruh yang positif dan signifikan terhadap kinerja karyawan pada PT. Sinar Sosro pada Kantor Penjualan Cibinong.

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

ABSTRACT

This study aims to determine and analyze the influence of work motivation, competence, and work environment on the performance of PT. Sinar Sosro at the Cibinong Sales Office both simultaneously and partially. The design of this study uses descriptive and verifiable research methods. Sampling technique with saturated sampling method. The number of respondents was 55 people. The subject of this study was an employee of PT. Sinar Sosro Cibinong Sales Office, as well as the object of research is work motivation, competence, and work environment as well as employee performance. The tools used in this analysis are multiple linear regression analysis, multiple correlation analysis, coefficient of determination analysis, and hypothesis testing (F test and t test). The results of the analysis show that partially or simultaneously work motivation, competence, and work environment have a positive and significant influence on employee performance at PT. Sinar Sosro at Cibinong Sales Office.

Keywords: Work Motivation, Competence, Work Environment, and Employee Performance