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PENGARUH LINGKUNGAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI PADA DEPARTEMEN UMUM PERUSAHAAN UMUM DAERAH AIR MINUM TIRTA KENCANA SAMARINDA

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This research aims to determine the work environment and work motivation on employee performance at the Regional Public Company for Drinking Water (PERUMDAM Tirta Kencana, Samarinda City). This research uses a quantitative approach method. The sample used was 50 employees. The data collection method was through questionnaire distribution. Validity, reliability, multiple regression analysis, classical assumption test, correlation coefficient, coefficient of determination, T test hypothesis test, and F test are some of the data analysis approaches tested. Findings show that employee performance is not significantly affected by the work environment in part. Work motivation has a significant effect on employee performance. Simultaneously the work environment and work motivation have a significant effect on employee performance. Thus, researchers recommend to PERUMDAM to provide lighting in several corners of the work space, rearrange the room layout, provide complete work facilities and tools, increase creativity, provide rewards, and provide opportunities for employees to participate in making policies for the company's progress.

Keywords: Work Environment, Work Motivation, Performance

Penelitian ini bertujuan untuk mengetahui lingkungan kerja dan motivasi kerja terhadap kinerja pegawai di Perusahaan Umum Daerah Air Minum (PERUMDAM) Tirta Kencana Kota Samarinda. Penelitian ini menggunakan metode pendekatan kuantitatif. Sampel yang digunakan sebanyak 50 pegawai metode pengumpulan data melalui distribusi kuisioner. Validitas, reliabilitas, analisis regresi berganda, uji asumsi klasik, koefisien korelasi, koefisien determinasi, uji hipotesis uji T, dan uji F adalah beberapa pendekatan analisis data yang diuji. Temuan menunjukkan bahwa kinerja karyawan tidak terpengaruh secara signifikan oleh lingkungan kerja sebagian. Motivasi kerja berpengaruh signifikan terhadap kinerja pegawai. Secara simultan lingkungan kerja dan motivasi kerja berpengaruh signifikan terhadap kinerja pegawai. Dengan demikian peneliti merekomendasikan kepada PERUMDAM untuk memberikan penertangan di beberapa sudut ruang kerja, mengatur kembali penataan ruangan, menyediakan fasilitas dan alat kerja yang lengkap meningkatkan kreatifitas, memberikan penghargaan, dan memberikan kesempatan bagi pegawai untuk ikut serta dalam membuat kebijakan demi kemajuan perusahaan.

Kata Kunci: Lingkungan Kerja, Motivasi Kerja, Kinerja

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