

## ABSTRAK

Kinerja suatu perusahaan tidak lepas dari kinerja karyawan perusahaan itu sendiri, sehingga perusahaan harus mampu meningkatkan kinerja karyawannya agar mampu bersaing dengan kompetitor perusahaan sejenis. Perusahaan berusaha mendesain lingkungan kerjanya agar mampu meningkatkan kinerja karyawannya, selain itu juga memperhatikan kompensasi yang diberikan ke karyawannya agar karyawan merasa terpuaskan dalam bekerja. Kepuasan kerja karyawan diharapkan mampu meningkatkan kinerja karyawan itu sendiri dan pada akhirnya akan mampu meningkatkan kinerja perusahaan. Penelitian ini berjudul “Pengaruh Lingkungan Kerja dan Kompensasi Terhadap Kinerja Melalui Kepuasan Kerja Karyawan Bagian Gudang Divisi Elektro PT. Maspion 1 Sidoarjo”, dengan menggunakan metode teknik sampling sensus / *total sampling* maka diperoleh sampel sebanyak 50 responden.

Jenis penelitian ini merupakan penelitian kuantitatif, sedangkan tujuan dari penelitian ini adalah untuk menguji dan menganalisis pengaruh lingkungan kerja dan kompensasi terhadap kinerja melalui kepuasan kerja. Metode penelitian ini adalah *Path Analysis* / Analisis Jalur dan diperoleh kesimpulan yaitu 1) Lingkungan kerja berpengaruh signifikan terhadap kepuasan kerja karyawan Bagian Gudang Divisi Elektro PT. Maspion 1 Sidoarjo. 2) Kompensasi berpengaruh signifikan terhadap kepuasan kerja karyawan Bagian Gudang Divisi Elektro PT. Maspion 1 Sidoarjo. 3) Kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan Bagian Gudang Divisi Elektro PT. Maspion 1 Sidoarjo. 4) Lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan Bagian Gudang Divisi Elektro PT. Maspion 1 Sidoarjo. 5) Kompensasi berpengaruh signifikan terhadap kinerja karyawan Bagian Gudang Divisi Elektro PT. Maspion 1 Sidoarjo. 6) Lingkungan kerja berpengaruh signifikan terhadap kinerja melalui kepuasan kerja karyawan Bagian Gudang Divisi Elektro PT. Maspion 1 Sidoarjo. 7) Kompensasi berpengaruh terhadap kinerja melalui kepuasan kerja karyawan Bagian Gudang Divisi Elektro PT. Maspion 1 Sidoarjo.

***Kata Kunci : Lingkungan Kerja, Kompensasi, Kepuasan Kerja, Kinerja***

## ABSTRACT

The performance of a company cannot be separated from the performance of the company's own employees, so the company must be able to improve the performance of its employees in order to be able to compete with competitors of similar companies. The company tries to design its work environment so that it can improve the performance of its employees, while also paying attention to the compensation given to its employees so that employees feel satisfied at work. Employee job satisfaction is expected to improve the performance of the employees themselves and ultimately will be able to improve company performance. This study is entitled "The Effect of Work Environment and Compensation on Performance Through Employee Job Satisfaction in the Warehouse Section of the Electrical Division of PT. Maspion 1 Sidoarjo ", by using census sampling / total sampling method, a sample of 50 respondents was obtained.

This type of research is quantitative research, while the purpose of this study is to test and analyze the influence of the work environment and compensation for performance through job satisfaction. The method of this research is Path Analysis and the conclusion is that 1) The work environment has a significant effect on job satisfaction of employees of the Warehouse Section of the Electrical Division of PT. Maspion 1 Sidoarjo. 2) Compensation has a significant effect on employee job satisfaction at the Warehouse Division of the Electrical Division of PT. Maspion 1 Sidoarjo. 3) Job satisfaction has a significant effect on the performance of the employees of the Warehouse Division of the Electrical Division of PT. Maspion 1 Sidoarjo. 4) The work environment has a significant effect on the performance of the employees of the Warehouse Division of the Electrical Division of PT. Maspion 1 Sidoarjo. 5) Compensation has a significant effect on the performance of the employees of the Warehouse Division of the Electrical Division of PT. Maspion 1 Sidoarjo. 6) The work environment has a significant effect on performance through employee job satisfaction at the Warehouse Division of the Electrical Division of PT. Maspion 1 Sidoarjo. 7) Compensation affects performance through employee job satisfaction at the Warehouse Division of the Electrical Division of PT. Maspion 1 Sidoarjo.

Keywords: Work Environment, Compensation, Job Satisfaction, Performance