

ABSTRAK

Penelitian ini berjudul “Pengaruh Lingkungan Kerja Dan Kompensasi Terhadap Motivasi Yang Berdampak Pada Kinerja Karyawan Divisi *The Factory Shop* PT. Eloda Mitra Di Sidoarjo” dengan sampel sebanyak 57 responden yang dipilih secara acak. Dimana variabel dalam penelitian ini adalah X1 adalah variabel lingkungan kerja, X2 adalah variabel kompensasi, Z adalah motivasi dan variabel Y adalah kinerja karyawan. Setelah melalui pengujian Uji Validitas hasilnya valid, Uji Reliabilitas hasilnya reliabel, Uji Normalitas hasilnya data berdistribusi normal, dan data terbebas dari unsur Asumsi Klasik. Diperoleh persamaan Sub Struktur 1 yaitu $Z = 0,270 X1 + 0,688 X2 + 0,3464 \epsilon_1$ dan Sub Struktur 2 yaitu $Y = 0,468 X1 + 0,280 X2 + 0,254 Z + 0,241 \epsilon_2$. Kesimpulan dalam penelitiann ini adalah sebagai berikut

1. Lingkungan kerja berpengaruh signifikan terhadap motivasi karyawan Divisi *The Factory Shop* PT. Eloda Mitra di Sidoarjo.
2. Lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan Divisi *The Factory Shop* PT. Eloda Mitra di Sidoarjo.
3. Lingkungan kerja tidak berpengaruh signifikan terhadap kinerja karyawan Divisi *The Factory Shop* PT. Eloda Mitra di Sidoarjo melalui motivasi.
4. Kompensasi berpengaruh signifikan terhadap motivasi karyawan Divisi *The Factory Shop* PT. Eloda Mitra di Sidoarjo.
5. Kompensasi berpengaruh signifikan terhadap kinerja karyawan Divisi *The Factory Shop* PT. Eloda Mitra di Sidoarjo.
6. Kompensasi berpengaruh signifikan terhadap kinerja karyawan Divisi *The Factory Shop* PT. Eloda Mitra di Sidoarjo melalui motivasi.
7. Motivasi berpengaruh signifikan terhadap kinerja karyawan Divisi *The Factory Shop* PT. Eloda Mitra di Sidoarjo.

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

Abstract

This study entitled "The Effect of Work Environment and Compensation on Motivation that Impacts the Performance of The Factory Shop Division Employees of PT. Eloda Mitra In Sidoarjo "with a sample of 57 respondents chosen at random. Where the variables in this study are X1 is the work environment variable, X2 is the compensation variable, Z is motivation and the Y variable is employee performance. After going through the validity test the results are valid, the reliability test results are reliable, the normality test results are non-formal distribution data, and the data is free from classical assumption elements. Obtained Sub Structure 1 is $Z = 0,270 X1 + 0,688 X2 + 0,3464 \epsilon_1$ and Sub Structure 2 is $Y = 0,468 X1 + 0,280 X2 + 0,254 Z + 0,241 \epsilon_2$. The conclusions in this research are as follows: 1. The work environment has a significant effect on the motivation of employees at The Factory Shop Division of PT. Eloda Mitra in Sidoarjo. 2. The work environment has a significant effect on the performance of the employees of The Factory Shop Division of PT. Eloda Mitra in Sidoarjo. 3. The work environment has no significant effect on the performance of the employees of The Factory Shop Division of PT. Eloda Mitra in Sidoarjo through motivation. 4. Compensation has a significant effect on employee motivation at The Factory Shop Division of PT. Eloda Mitra in Sidoarjo. 5. Compensation has a significant effect on the performance of employees of The Factory Shop Division of PT. Eloda Mitra in Sidoarjo. 6. Compensation has a significant effect on the performance of employees of The Factory Shop Division of PT. Eloda Mitra in Sidoarjo through motivation. 7. Motivation has a significant effect on the performance of employees of The Factory Shop Division of PT. Eloda Mitra in Sidoarjo.

Keywords: Work Environment, Compensation, Motivation, Employee Performance