

**ANALISIS LINGKUNGAN KERJA PADA PT POS INDONESIA KANTOR
CABANG UTAMA (KCU) YOGYAKARTA
DI ERA *NEW NORMAL***

Windria Arviani

Abstrak

Penelitian ini dilakukan pada PT Pos Indonesia (Persero) Kantor Cabang Utama Yogyakarta. Penelitian ini bertujuan untuk menganalisis lingkungan kerja pada PT Pos Indonesia (Persero) Kantor Cabang Utama Yogyakarta. Penelitian ini menggunakan metode penelitian kuantitatif. Data primer diperoleh dari hasil kuesioner persepsi karyawan dan observasi. Teknik pengambilan sampel berupa sampel jenuh dengan sampel sebanyak 51 responden. Adapun data penelitian diolah menggunakan *Microsoft Excel* dan SPSS 26. Metode analisis data pada penelitian ini adalah analisis deskriptif, uji validitas, uji reliabilitas, dan rata-rata hitung. Berdasarkan hasil penelitian indikator lingkungan kerja fisik yang terdapat 11 indikator yang terdiri dari penerangan dengan rata-rata hitung 3,90 (S), temperatur dengan rata-rata hitung 2,49 (TS), kelembaban dengan rata-rata hitung 2,59 (TS), sirkulasi udara dengan rata-rata hitung 3,82 (S), kebisingan dengan rata-rata hitung 3,35 (S), getaran mekanis dengan rata-rata hitung 3,57 (S), bau-bau dengan rata-rata hitung 3,73 (S), tata warna dengan rata-rata hitung 3,75 (S), dekorasi dengan rata-rata hitung 3,65 (S), musik dengan rata-rata hitung 3,80 (S), dan keamanan yang memiliki rata-rata hitung 3,63 (S). Kemudian dari 11 indikator fisik tersebut memiliki rata-rata hitung keseluruhan sebesar 3,48 masuk dalam kategori setuju. Sedangkan untuk indikator lingkungan kerja non fisik yang terdiri 7 indikator yang berupa pengawasan dengan rata-rata hitung 3,78 (S), suasana kerja dengan rata-rata hitung 3,98 (S), sistem pemberian gaji dengan rata-rata hitung 3,29 (N), perlakuan dengan baik dengan rata-rata hitung 3,69 (S), rasa aman antar karyawan dengan rata-rata hitung 3,69 (S), hubungan kerja yang harmonis dengan rata-rata hitung 3,90 (S), dan perlakuan yang adil dan objektif dengan rata-rata hitung 3,65 (S). Kemudian dari 7 indikator non fisik tersebut memiliki rata-rata hitung keseluruhan 3,71 masuk dalam kategori setuju.

Kata Kunci: *Lingkungan Kerja, Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik*



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**ANALYSIS OF EMPLOYEES WORK ENVIRONMENT AT PT POS
INDONESIA MAIN BRANCH OFFICE YOGYAKARTA
IN THE NEW NORMAL ERA**

Windria Arviani

Abstract

This research was conducted at PT Pos Indonesia (Persero) Yogyakarta Main Branch Office. This study aims to analyze the work environment at PT Pos Indonesia (Persero) Yogyakarta Main Branch Office. This study uses quantitative research methods. Primary data were obtained from the results of the employee perception questionnaire and observation. The sampling technique is a saturated sample with a sample of 51 respondents. The research data was processed using Microsoft Excel and SPSS 26. The data analysis methods in this study were descriptive analysis, validity test, reliability test, and arithmetic mean. Based on the results of the research on physical work environment indicators, there are 11 indicators consisting of lighting with an average count of 3.90 (agree), temperature with an average count of 2.49 (don't agree), humidity with an average count of 2.59 (don't agree), air circulation with an average count of 3.82 (agree), noise with an average count of 3.35 (agree), mechanical vibrations with an average count of 3.57 (agree), odors with an average arithmetic mean of 3.73 (agree), coloring with an average count of 3.75 (agree), decoration with an average count of 3.65 (agree), music with an average count of 3.80 (agree), and security which has an average count of 3.63 (agree). Then from the 11 physical indicators that have an overall count average of 3.48, they are included in the agree category. As for the non-physical work environment indicators which consist of 7 indicators in the form of supervision with an average count of 3.78 (agree), work atmosphere with an average count of 3.98 (agree), the salary system with an average count of 3.29 (neutral), good treatment with an average count of 3.69 (agree), a sense of security among employees with an average count of 3.69 (agree), harmonious working relationships with an average count of 3.90 (agree), and fair and objective treatment with a mean count of 3.65 (agree). Then from the 7 non-physical indicators, the overall count average of 3.71 is included in the agree category.

Keywords: *Work Environment, Physical Work Environment, Non-Physical Work Environment.*

