

# **PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA THE OFFICE OF MANPOWER IN SLEMAN REGENCY**

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## **Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan lingkungan kerja terhadap kinerja karyawan pada The Office of Manpower in Sleman Regency. Motivasi merupakan hasrat di dalam seseorang menyebabkan orang tersebut melakukan suatu tindakan. Lingkungan kerja faktor faktor dan kekuatan yang berada di dalam maupun luar ogranisasi namun mempengaruhi kinerja. Sampel dalam penelitian ini berjumlah 40 karyawan pada The Office of Manpower in Sleman Regency. Pengumpulan data dilakukan melalui kuesioner. Pengujian statistik yang digunakan adalah analisis uji validitas, reliabilitas, uji normalitas, uji multikolonieritas, uji heteroskedastisitas, analisa regresi linier berganda, uji parsal (t), uji simultan (f), koefisien determinasi. Berdasarkan hasil uji t dapat diketahui bahwa variabel motivasi memiliki nilai  $t_{hitung}$  sebesar 2,140 dan nilai  $t_{tabel}$  sebesar 1,681, maka secara parsial terdapat pengaruh positif dan signifikan antara variabel motivasi terhadap kinerja karyawan. Sedangkan hasil uji t lingkungan kerja memiliki  $t_{hitung}$  sebesar 2,470 dan nilai  $t_{tabel}$  sebesar 1,681 maka secara parsial terdapat pengaruh positif dan signifikan antara variabel lingkungan kerja terhadap kinerja karyawan. Serta koefisien determinasi 40,6% dan sisanya 59,4% merupakan sumbangan dari variabel lain yang tidak penulis teliti. Jadi, dapat disimpulka bahwa motivasi dan lingkungan kerja berpengaruh terhadap kinerja karyawan pada The Office of Manpower in Sleman Regency.

**Kata Kunci:** *Motivasi, Lingkungan Kerja dan Kinerja Karyawan*

**INFLUNCE OF MOTIVATION AND WORK ENVIRONMENT ON  
EMPLOYEE PERFORMANCE AT THE OFFICE OF MANPOWER IN  
SLEMAN REGENCY**

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***Abstract***

*This study aims to determine the effect of motivation and work environment on employee performance at the Office of Manpower in Sleman Regency. Motivation is a desire in someone causing the person to take action. Work environment factors and strength factors that are within and outside the organization but affect performance. The sample in this study amounted to 40 employees at the Office of Manpower in Sleman Regency. Data collection was done through a questionnaire. The statistical tests used were analysis of validity, reliability, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, parsal test (t), simultaneous test (f), and determination coefficient. Based on the results of the t test it can be seen that the variable motivation had a value of t count of 2.140 and t table value of 1.681, then partially there was a positive and significant influence between motivation variables on employee performance. While the results of the t test work environment had a t count of 2.470 and t table value of 1.681, there was a partial positive and significant influence between work environment variables on employee performance. As well as the coefficient of determination 40.6% and the remaining 59.4% was a contribution from other variables that the author did not research. Hence, it can be concluded that motivation and work environment affect the performance of employees at the Manpower Office of Sleman Regency*

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