

PENGARUH LINGKUNGAN KERJA DAN BEBAN KERJA TERHADAP KINERJA KARYAWAN PADA TOKO ELEKTRONIK DAERAH ISTIMEWA YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengkaji sejauh mana pengaruh lingkungan kerja dan beban kerja terhadap kinerja karyawan pada toko elektronik yang berada di wilayah Daerah Istimewa Yogyakarta. Pengambilan sampel dilakukan dengan metode *purposive sampling*, dan jumlah responden yang terlibat sebanyak 96 orang. Data primer dikumpulkan melalui penyebaran kuesioner menggunakan *Google Form*, yang sebelumnya telah melewati uji validitas dan reliabilitas. Analisis data dilakukan melalui serangkaian uji, antara lain analisis deskriptif, uji instrumen (validitas dan reliabilitas), uji asumsi klasik (normalitas, linearitas, multikolinearitas, dan heteroskedastisitas), serta uji hipotesis yang mencakup uji *t*, uji *F*, dan regresi linier berganda. Teknik analisis data utama yang digunakan adalah regresi linier sederhana dengan bantuan perangkat lunak IBM SPSS Statistics versi 26. Hasil penelitian menunjukkan bahwa lingkungan kerja memiliki pengaruh yang positif dan signifikan terhadap kinerja karyawan. Hal serupa juga ditemukan pada variabel beban kerja, yang turut berpengaruh secara positif dan signifikan. Secara bersama-sama (simultan), lingkungan kerja dan beban kerja berkontribusi secara signifikan terhadap peningkatan kinerja karyawan.

Kata Kunci: *Lingkungan Kerja, Beban Kerja, dan Kinerja*

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**THE EFFECT OF WORK ENVIRONMENT AND WORKLOAD ON
EMPLOYEE PERFORMANCE AT ELECTRONIC RETAIL STORES IN THE
SPECIAL REGION OF YOGYAKARTA**

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Abstract

This study aims to examine the influence of work environment and workload on employee performance at electronics stores in the Special Region of Yogyakarta. The sampling technique employed in this research was purposive sampling, involving a total of 96 respondents. Primary data were collected using a questionnaire distributed through Google Forms, which had been previously tested for validity and reliability. Data analysis involved several stages, including descriptive analysis, instrument testing, classical assumption testing, hypothesis testing, and the determination of the coefficient of determination. Instrument testing covered both validity and reliability assessments. Classical assumption tests included normality, linearity, multicollinearity, and heteroscedasticity tests. Hypothesis testing was conducted using t-test, F-test, and multiple linear regression analysis. The statistical analysis was performed using IBM SPSS Statistics version 26. The findings of the study indicate that the work environment has a positive and significant effect on employee performance. Likewise, workload also has a positive and significant impact. Furthermore, both the work environment and workload simultaneously influence employee performance in a significant manner.

Keyword: *Work Environment, Work Load, and Employee Performance*