

PENGARUH LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA PEGAWAI PADA KANTOR BAPPEDA KLATEN

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Abstrak

Tujuan penelitian ini untuk mengetahui pengaruh lingkungan kerja terhadap kepuasan kerja pegawai pada Kantor Bappeda Klaten. Lingkungan kerja terdiri atas pencahayaan, sirkulasi udara, warna, kebersihan, keamanan, hubungan antar pegawai, dan hubungan atasan dengan bawahan di Kantor Bappeda Klaten; dan kepuasan kerja pegawai terdiri atas kepuasan terhadap gaji, promosi, rekan kerja, atasan, dan kerja itu sendiri di Kantor Bappeda Klaten. Jenis penelitian ini adalah penelitian kuantitatif. Teknik pengumpulan data menggunakan kuesioner, observasi, dan dokumentasi. Jumlah pegawai (populasi) Kantor Bappeda Klaten sebanyak 45 orang, dengan teknik pengambilan sampling adalah *total sampling*, yaitu seluruh pegawai dijadikan sampel penelitian. Uji validitas kuesioner menggunakan korelasi *product moment*, dan uji reliabilitas menggunakan *Cronbach Alpha*. Metode analisis data menggunakan uji asumsi klasik, analisis regresi linier sederhana, dan uji t. Hasil penelitian menyimpulkan: (1) Lingkungan kerja di Kantor Bappeda Klaten tergolong bagus dapat rangka meningkatkan kinerja pegawai, karena dari 45 pegawai terdapat 35 pegawai (77,78%) yang mengatakan bahwa lingkungan kerja di Kantor Bappeda Klaten adalah bagus; (2) Kepuasan kerja pegawai di Kantor Bappeda Klaten tergolong cukup tinggi, dari 45 pegawai terdapat 24 pegawai (53,33%) yang menyatakan cukup puas dalam bekerja; (3) Lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai di Kantor Bappeda Klaten, yang dibuktikan dari hasil perhitungan t-hitung (12,279) lebih besar dari t-tabel (2,021) pada signifikansi 0,05 (kesalahan 5%).

Kata Kunci: *Lingkungan Kerja, Kepuasan Kerja Pegawai*

**THE EFFECT OF WORK ENVIRONMENT
ON EMPLOYEES SATISFACTION IN BAPPEDA KLATEN OFFICE**

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Abstract

The purpose of this study is to find out the effect of work environment on employee job satisfaction at the Office of Bappeda, Klaten. The work environment consists of lighting, air circulation, color, cleanliness, security, inter-employee relations, and super and subordinates relations within the Office of Bappeda Klaten; and employee job satisfaction consists of satisfaction with salaries, promotions, co-workers, superiors, and the work assigned at the Office of Bappeda Klaten. This is a quantitative research. It used total sampling technique, meaning that all 45 employees of Bappeda Klaten were taken as research samples. Data were collected by means of questionnaires, observations, and documentation. Product moment correlation were used to test questionnaire data validity, while Cronbach Alpha was employed to test their reliability. The valid and reliable data were then analyzed with classical assumption test, simple linear regression analysis, and t test. The result of the research showed that: (1) The work environment in Klaten Bappeda office improved the performance of employees, because 35 (77,78%) of the employees said that the work environment in Klaten Bappeda office was good; (2) Job satisfaction of employees in Klaten Bappeda office is high, from 45 employees there are 24 employees (53.33%) who stated that it is quite satisfied; (3) The work environment has a positive and significant effect on employee job satisfaction in Klaten Bappeda office, as poved from the greater calculated t value (12,279) than t-table value (2.021) at 0.05 significance (5% error).

Keywords: *Work Environment, Employee Job Satisfaction*