

**PENGARUH LINGKUNGAN KERJA FISIK TERHADAP MOTIVASI
KERJA PEGAWAI PADA BALAI PELATIHAN KERJA DAN
PENGEMBANGAN PRODUKTIVITAS (BLKPP) PROVINSI DAERAH
ISTIMEWA YOGYAKARTA**

Muhammat Nurkolis

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja fisik terhadap motivasi kerja pegawai pada Balai Latihan Kerja dan Pengembangan Produktivitas (BLKPP) Daerah Istimewa Yogyakarta. Jenis penelitian yang digunakan pada penelitian ini adalah dengan menggunakan metode kuantitatif dengan metode studi kasus. Metode pengumpulan data pada penelitian ini adalah pengumpulan data dengan melalui observasi dan melalui kuesioner. Sampel yang digunakan adalah 35 pegawai Balai Pelatihan dan Pengembangan Produktivitas (BLKPP) Daerah Istimewa Yogyakarta. Pengujian statistik yang digunakan pada penelitian ini adalah analisis uji validitas, uji reliabilitas, uji normalitas, uji linearitas, uji heteroskedastisitas, analisis regresi sederhana, uji t dan analisis koefisien determinasi. Berdasarkan uji t diketahui lingkungan kerja fisik memiliki t_{Hitung} 5.470 dan t_{Tabel} 2.034. Dari hasil tersebut diketahui bahwa t_{Hitung} lebih besar dari t_{Tabel} , maka dapat disimpulkan terdapat pengaruh positif antara variabel lingkungan kerja fisik (X) terhadap motivasi kerja (Y) Balai Latihan Kerja dan Pengembangan Produktivitas (BLKPP) Provinsi Daerah Istimewa Yogyakarta. Dari analisis koefisien determinasi diketahui bahwa *Adjusted R Square* (R^2) adalah sebesar 0.460 atau (46%). Hal tersebut berarti bahwa sebesar 46.% dari variabel lingkungan kerja fisik (X) mempengaruhi variabel motivasi kerja (Y), sedangkan sisanya 54% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci: *Lingkungan Kerja Fisik, Motivasi Kerja*

**THE EFFECT OF PHYSICAL WORK ENVIRONMENT TO EMPLOYEE
WORK MOTIVATION IN THE CENTER OF WORK TRAINING AND
DEVELOPMENT OF PRODUCTIVITY (BLKPP) THE PROVINCE OF
YOGYAKARTA**

Muhammat Nurkolis

Abstrak

This study aims to know the effect of the physical work environment on employee work motivation at the Work Training Center and Productivity Development (BLKPP) of the Special Region of Yogyakarta. Human resources are one of the elements that determine the success of an organization to achieve goals. Work environment is the overall work facilities and infrastructure that is around employees that can affect the implementation of work. A good working environment such as adequate facilities, adequate lighting, maintained hygiene, calm and security guarantees make employees comfortable at work. Motivation is an encouragement to employees to complete their work. With work motivation, employees can carry out their work properly and responsibly. This type of research used in this research is quantitative methods with the case study method. Data collection method in this research is data collection through observation and through questionnaires. The sample used were 35 employees of the Yogyakarta Special Region Training and Development Center (BLKPP). The statistical tests used in this study are validity test analysis, reliability test, normality test, linearity test, heteroscedasticity test, simple regression analysis, t test and analysis of the coefficient of determination. Based on the t test it is known that the physical work environment has $t_{\text{calculate}}$ of 5,470 and t_{Table} of 2,034. From these results it is known that $t_{\text{Calculation}}$ is greater than t_{Table} , it can be concluded that there is a positive influence of physical work environment variables (X) on work motivation (Y) Work Training and Productivity Development (BLKPP) Special Province of Yogyakarta Province. From the analysis of the coefficient of determination it is known that the Adjusted R Square (R^2) is 0.460 or (46%). This means that 46.% of physical work environment variables (X) affect work motivation variables (Y), while the remaining 54% are influenced by other variables not examined in this study.

Keywords: *Physical Work Environment, Work Motivation*