

ABSTRAK

Pengaruh Lingkungan Kerja Fisik dan Lingkungan Kerja Non Fisik terhadap Motivasi Kerja Karyawan di PT. Indonusa Telemedia Regional Office Jawa Barat

Persaingan dalam dunia bisnis yang semakin kompetitif menuntut perusahaan untuk meningkatkan kinerjanya. Dalam bekerja, lingkungan kerja merupakan kebutuhan karyawan. Salah satu usaha perusahaan dalam memenuhi kebutuhan karyawan adalah dengan peningkatan lingkungan kerja fisik dan lingkungan kerja non fisik dalam perusahaan. Penelitian ini bertujuan untuk melihat bagaimana pengaruh lingkungan kerja fisik dan lingkungan kerja non fisik terhadap motivasi kerja karyawan di PT Indonusa Telemedia Regional Office Jawa Barat. Teknik analisis data dilakukan dengan analisis deskriptif dan analisis metode regresi linier berganda yang sebelumnya diuji dengan asumsi klasik yaitu uji normalitas, uji multikolinearitas, uji heteroskedastisitas, uji F, uji-t, koefisien determinasi (R²) dan pengolahan data menggunakan software SPSS versi 16.0.

Hasil penelitian menunjukkan bahwa, secara parsial lingkungan kerja fisik dan lingkungan kerja non fisik memiliki pengaruh yang signifikan terhadap motivasi kerja karyawan di PT. Indonusa Telemedia Regional Office Jawa Barat. Berdasarkan penelitian dengan menggunakan 36 orang responden, diketahui bahwa apabila lingkungan kerja fisik ditingkatkan sebesar 1% maka motivasi kerja karyawan meningkat sebesar 7,3%. Sedangkan apabila lingkungan kerja non fisik seperti hubungan atasan dengan bawahan, hubungan dengan sesama rekan kerja ditingkatkan sebesar 1% maka motivasi karyawan akan meningkat sebesar 31,4%. Baik lingkungan kerja fisik maupun lingkungan kerja non fisik masing-masing memiliki pengaruh secara signifikan terhadap motivasi kerja karyawan di PT. Indonusa Telemedia Regional Office Jawa Barat.

Berdasarkan hasil penelitian ini penulis menyarankan agar perusahaan lebih meningkatkan kondisi lingkungan kerja fisik dan lingkungan kerja non fisik di PT Indonusa Telemedia Regional Office Jawa Barat sehingga motivasi kerja karyawan dapat ditingkatkan.

Kata kunci: Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik, Motivasi Kerja Karyawan.

ABSTRACT

Influence Physical Work Environment and Non-Physical Work Environment on Employee Motivation of PT. Indonusa Telemedia Regional Office Jawa Barat

Competition in competitive business world demand a company to improve its performance. In work, the work environment became a necessity for employees. One of the company's efforts in fulfilling that is the improvement of the physical work environment and the non-physical work environment in the company. The purpose of this research is to see the influences between physical work environment and non-physical work environment forward employee motivation in PT. Indonusa Telemedia Regional Office Jawa Barat. Data analysis techniq that use in this research are descriptive analysis and multiple linear regression analysis method that previously tested with the classical assumption of normality test, multicollinearity test, heteroscedasticity test, F test, t-test, the coefficient of determination (R²) and data processing uses SPSS software version 16.0.

The results show that partially Physical Work Environment and Non-Physical Work Environment have a significant influence on employees motivation of PT. Indonusa Telemedia Regional Office Jawa Barat. Based on research with 36 respondents, known that if the physical work environment increased by 1% , then the motivation of employees increased by 7.3%, whereas if the non-physical work environment, for example: superior and subordinate relationships, relationships with fellow co-workers is increased by 1% then the motivation of employees will increase by 31.4%. Both of the physical work environment and non-physical work environment have a significant influence on employee motivation in PT. Indonusa Telemedia West Java Regional Office.

Based on these researches, author suggests that company should pays more attention to increase the working conditions of physical and non-physical work environment in PT. Indonusa Telemedia Regional Office Jawa Barat so the employee motivation can be increase.

Keywords : Physical Work Environment, Non-Physical Work Environment, Employee Motivation.