

ABSTRAK

PENGARUH KONDISI LINGKUNGAN KERJA NON FISIK TERHADAP KINERJA KARYAWAN BAGIAN PRODUKSI DI PT. GARUDA MAS SEMESTA (GAMATEX) CIMahi

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Permasalahan yang diangkat dalam penelitian ini adalah menurunnya kinerja karyawan bagian produksi di perusahaan tekstil PT. Gamatex Cimahi. Penelitian ini dilakukan pada karyawan PT. Gamatex Cimahi, bertujuan untuk mengetahui bagaimana pengaruh lingkungan kerja non fisik terhadap kinerja karyawan pada bagian produksi di PT. Gamatex Cimahi. Masalah yang dikaji dalam penelitian ini adalah bagaimana gambaran kecondusifan lingkungan kerja non fisik, gambaran tingkat kinerja karyawan pada bagian produksi di PT. Gamatex Cimahi, adakah pengaruh lingkungan kerja non fisik terhadap kinerja karyawan pada bagian produksi di PT. Gamatex Cimahi.

Aspek yang diteliti dalam penelitian ini adalah lingkungan kerja non fisik dan kinerja karyawan. Indikator yang digunakan untuk lingkungan kerja non fisik ini adalah, pelaksanaan pengawasan, suasana kerja, sistem imbalan, perlakuan dengan baik, perasaan aman, hubungan antar individu, dan keadilan. Sedangkan indikator kinerja adalah, kuantitas kerja, kualitas kerja, kreatifitas, kerjasama, kesadaran, inisiatif, dan kualitas diri.

Penelitian ini menggunakan metode survey penjelasan, teknik pengumpulan datanya dengan cara penyebaran angket. Instrumen yang digunakan adalah angket model skala Likert. Analisis data yang digunakan adalah analisis regresi. Ukuran populasi 476 orang, ukuran sampel sebanyak 83 orang.

Dari analisis data diketahui bahwa koefisien korelasi dari variabel X (lingkungan kerja non fisik) terhadap variabel Y (kinerja karyawan) dalam kategori sedang. Koefisien Determinasi (KD) menunjukkan bahwa kinerja dipengaruhi oleh lingkungan kerja non fisik. Koefisien regresi antara variabel X (lingkungan kerja non fisik) dan variabel Y (kinerja karyawan) nyata adanya. Jika dikonfirmasikan dengan kriteria penolakan hipotesis menunjukkan bahwa H_0 ditolak dan H_1 diterima.

Kesimpulan hasil penelitian menunjukkan lingkungan kerja non fisik berpengaruh terhadap kinerja karyawan pada bagian produksi di PT. Gamatex Cimahi.

Kata Kunci: Lingkungan Kerja Non Fisik, Kinerja Karyawan

ABSTRACT

THE INFLUENCE OF WORK ENVIRONMENT NON PHYSICAL TO THE PERFORMANCE OF PRODUCTION EMPLOYEES IN PT. GARUDA MAS SEMESTA (GAMATEX) CIMAHI

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This research raises the issue about the declining performance of the production employees at the textile company PT Gamatex Cimahi. The research is conducted on the employees of PT. Gamatex Cimahi which aims to determine how the influence of the work environment non physical to the performance of production employees in PT. Gamatex, Cimahi. In this research, the writer analyzes the data to know the representation of condusif environment of non physical, and the representation of production employees performance employee performance in PT. Gamatex, Cimahi. Is there non-physical work environment on the performance of employees in the production of PT. Gamatex Cimahi.

The aspects which studied in this research are the work environment non physical and the performance. The indicator that is used to analyze the work environment non physical are: the execution of observation, situation of job activity, reward system, treatment carefully, safeness, the relation of between individuals, and justice. In addition, performance indicators are: quantity of work, quality of work, creativity, cooperation, awareness, initiative, and the self-person quality.

This research uses survey description method. The data is collected by distributing questionnaires. The writer uses the instrument of questionnaire through Likert scale models. The analysis of data uses regression analysis. Population size as many as 476 people, the sample size as many as 83 people.

From the data analysis found that the correlation coefficient of the variable X (work environment non physical) to variable Y (performance) is in the medium category. Coefficient of Determination (KD) shows that the system of performance is affected by work environment non physical. Regression coefficient between variables X (work environment non physical) and the Y variable (performance) is real. If this result confirms to the criteria of rejection hypothesis so it will show that H_0 is rejected and H_1 is accepted.

In conclusion, the results of this research shows that the work environment non physical affect the performance of employees on the production division at PT. Gamatex Cimahi.

Keyword: Non Physical Work Environment, The Performance