

## ABSTRAK

**Khofifa Harahap. NIM: 7181210012. Pengaruh Motivasi Kerja Dan Lingkungan Kerja Fisik Terhadap Kinerja Karyawan Divisi Pengiriman Pada PT. Pos Indonesia (Persero) SPP Medan 20900. Skripsi, Jurusan Ekonomi Program Studi Manajemen, Fakultas Ekonomi Universitas Negeri Medan. 2023.**

Penelitian ini bertujuan untuk mengetahui Pengaruh Motivasi Kerja Dan Lingkungan Kerja Fisik Terhadap Kinerja Karyawan Divisi Pengiriman Pada PT. Pos Indonesia (Persero) SPP Medan 20900. Subjek penelitian ini melibatkan 73 orang karyawan dalam divisi pengiriman. Berdasarkan hasil penelitian dapat disimpulkan bahwa, hasil uji t (parsial) Motivasi Kerja (X1) berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y). Kemudian Lingkungan Kerja Fisik (X2) berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y). Dengan perolehan nilai koefisien determinasi ( $R^2$ ) sebesar  $R^2 = 0,213$  atau 21,3% variabel X mempengaruhi variabel Y dan sisanya sebesar 78,7% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini. Dari hasil penelitian dapat disimpulkan bahwa Motivasi Kerja dan Lingkungan Kerja Fisik berpengaruh terhadap Kinerja Karyawan.

**Kata Kunci: Motivasi Kerja, Lingkungan Kerja Fisik, Kinerja Karyawan**

## **ABSTRACT**

***Khofifa Harahap. NIM: 7181210012. The Influence of Work Motivation and Physical Work Environment on the Performance of Delivery Division Employees at PT. Pos Indonesia (Persero) SPP Medan 20900. Thesis, Department of Economics Office Administration Education Study Program, Faculty of Economics, Medan State University 2023.***

*This study aims to determine the effect of work motivation and physical work environment on the performance of employees of the delivery division at PT Pos Indonesia (Persero) SPP Medan 20900. The subject of this research involved 73 employees in the delivery division. Based on the results of the study it can be concluded that, the results of the t test (partial) Work Motivation (X1) has a positive and significant effect on Employee Performance (Y). Then the Physical Work Environment (X2) has a positive and significant effect on Employee Performance (Y). With the acquisition of the coefficient of determination (R2) value of  $R^2 = 0.213$  or 21.3% variable X affects variable Y and the remaining 78.7% is influenced by other variables not included in this research model. From the results of the study it can be concluded that Work Motivation and Physical Work Environment affect Employee Performance.*

***Keywords: Work Motivation, Physical Work Environment, Employee Performance***

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