

ABSTRAK

Winshi Agatha Br Barus, NIM 7181210015. Pengaruh Lingkungan Kerja dan Insentif Terhadap Kinerja Karyawan Pada PT Charoen Pokphand Jaya Farm 7 Desa Sampe Cita, Kecamatan Kutalimbaru

Tujuan penelitian ini adalah 1. Untuk mengetahui pengaruh lingkungan kerja terhadap kinerja karyawan pada PT Charoen Pokphand Jaya Farm 7 Desa Sampe Cita, Kecamatan Kutalimbaru. 2. Untuk mengetahui pengaruh insentif terhadap kinerja karyawan pada PT Charoen Pokphand Jaya Farm 7 Desa Sampe Cita, Kecamatan Kutalimbaru. 3. Untuk mengetahui pengaruh lingkungan kerja dan insentif terhadap kinerja karyawan pada PT Charoen Pokphand Jaya Farm 7 Desa Sampe Cita, Kecamatan Kutalimbaru. Penelitian ini dilaksanakan di PT Charoen Pokphand Jaya Farm 7 Desa Sampe Cita, Kecamatan Kutalimbaru. Populasi dalam penelitian ini adalah seluruh karyawan yang bekerja pada PT Charoen Pokphand Jaya Farm 7 Desa Sampe Cita, Kecamatan Kutalimbaru. Sampel yang digunakan dalam penelitian ini yaitu seluruh karyawan dengan jumlah 85 responden. Teknik pengambilan sampel yang digunakan adalah total sampling. Teknik analisis data yang digunakan adalah uji normalitas, uji multikolinearitas, uji hipotesis, dan analisis linier berganda. Hasil penelitian menunjukkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Charoen Pokphand Jaya Farm 7 Desa Sampe Cita, Kecamatan Kutalimbaru. Insentif berpengaruh positif dan signifikan terhadap kinerja karyawan PT Charoen Pokphand Jaya Farm 7 Desa Sampe Cita, Kecamatan Kutalimbaru. Lingkungan kerja dan insentif berpengaruh positif dan signifikan terhadap kinerja karyawan PT Charoen Pokphand Jaya Farm 7 Desa Sampe Cita, Kecamatan Kutalimbaru.

Kata kunci : Lingkungan Kerja, Insentif, Kinerja karyawan



ABSTRACT

Winshi Agatha Br Barus, NIM 7181210015. *The Influence of Work Environment and Incentives on Employee Performance at PT Charoen Pokphand Jaya Farm 7 Sampe Cita Village, Kutalimbaru District*

The objectives of this study are 1. To determine the influence of the work environment on employee performance at PT Charoen Pokphand Jaya Farm 7 Sampe Cita Village, Kutalimbaru District. 2. To determine the influence of incentives on employee performance at PT Charoen Pokphand Jaya Farm 7 Sampe Cita Village, Kutalimbaru District. 3. To determine the influence of the work environment and incentives on employee performance at PT Charoen Pokphand Jaya Farm 7 Sampe Cita Village, Kutalimbaru District. This study was conducted at PT Charoen Pokphand Jaya Farm 7 Sampe Cita Village, Kutalimbaru District. The population in this study were all employees working at PT Charoen Pokphand Jaya Farm 7 Sampe Cita Village, Kutalimbaru District. The sample used in this study was all employees with a total of 85 respondents. The sampling technique used was total sampling. The data analysis techniques used were normality test, multicollinearity test, hypothesis test, and multiple linear analysis. The results of the study showed that the work environment had a positive and significant effect on the performance of employees of PT Charoen Pokphand Jaya Farm 7 Sampe Cita Village, Kutalimbaru District. Incentives had a positive and significant effect on the performance of employees of PT Charoen Pokphand Jaya Farm 7 Sampe Cita Village, Kutalimbaru District. The work environment and incentives had a positive and significant effect on the performance of employees of PT Charoen Pokphand Jaya Farm 7 Sampe Cita Village, Kutalimbaru District.

Keywords: Work Environment, Incentives, Employee Performance

