

ABSTRAK

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh lingkungan kerja terhadap kinerja; (2) pengaruh motivasi terhadap kinerja; (3) pengaruh lingkungan kerja dan motivasi kerja terhadap kinerja. Subjek penelitian adalah karyawan **PT. Sipirok Indah Kebun Padang Rapuan Kecamatan Bilah Hulu Kabupaten Labuhanbatu**. Populasi penelitian ini adalah seluruh karyawan **PT. Sipirok Indah Kebun Padang Rapuan Kecamatan Bilah Hulu Kabupaten Labuhanbatu** sebanyak 184 orang, dengan jumlah sampel sebanyak 126 orang. Pengambilan sampel dilakukan dengan menggunakan rumus slovin dengan teknik penetapan sampel menggunakan metode *Stratified Random Sampling*. Penelitian yang digunakan adalah metode penelitian kuantitatif. Teknik analisis yang digunakan untuk menganalisis pengaruh antar variabel adalah analisis regresi linier berganda. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh lingkungan kerja terhadap kinerja; (2) terdapat pengaruh motivasi kerja terhadap kinerja; (3) terdapat pengaruh lingkungan kerja dan motivasi kerja terhadap kinerja; Hasil penelitian memberikan gambaran lingkungan kerja, dan motivasi kerja memberikan pengaruh terhadap kinerja karyawan sebesar 0,758 berarti 75,8% kinerja dapat dijelaskan variasi lingkungan kerja dan motivasi kerja sedangkan sisanya 24,2% dapat dijelaskan oleh faktor-faktor lain yang tidak diteliti dalam penelitian ini.

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

ABSTRACT

This study aims to determine: (1) the influence of the work environment on performance; (2) the effect of motivation on performance; (3) the effect of work environment and work motivation on performance. The research subjects were employees of PT. Sipirok Indah, Padang Rapuan Gardens, Bilah Hulu District, Labuhanbatu Regency. The population of this study were all employees of PT. Sipirok Indah Kebun Padang Rapuan District Bilah Hulu Labuhanbatu Regency as many as 184 people, with a total sample of 126 people. Sampling was carried out using the Slovin formula with the sampling technique using the Stratified Random Sampling method. The research used is a quantitative research method. The analytical technique used to analyze the influence between variables is multiple linear regression analysis. Based on hypothesis testing, it can be concluded: (1) there is an effect of the work environment on performance; (2) there is an effect of work motivation on performance; (3) there is an effect of work environment and work motivation on performance; The results of the study provide an overview of the work environment, and motivation. Work has an effect on employee performance of 0.758, meaning that 75.8% of performance can be explained by variations in the work environment and work motivation, while the remaining 24.2% can be explained by other factors not examined in this study.

Keywords: Work Environment, Work Motivation on Employee Performance