

## ABSTRAK

### PENGARUH LINGKUNGAN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN (Studi kasus di CV. Bumi Waras Divisi Alat Berat Bandar Lampung)

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CV Bumi Waras merupakan sebuah perusahaan swasta besar yang bergerak dalam bidang perdagangan beberapa jenis bahan pokok seperti minyak goreng, sabun dan sagu. Pada kenyataannya masih sering terjadi ketidaknyamanan dalam bekerja dan adanya hubungan antara pimpinan dan karyawan yang kurang harmonis yang tidak memberikan motivasi kepada karyawan sehingga tidak dapat meningkatkan kinerja karyawannya. Penelitian ini bertujuan untuk mengetahui (1) pengaruh lingkungan kerja terhadap kinerja karyawan pada CV Bumi Waras Divisi Alat berat Bandar Lampung (2) pengaruh motivasi kerja terhadap kinerja karyawan pada CV Bumi Waras Divisi Alat berat Bandar Lampung, (3) Pengaruh lingkungan kerja dan motivasi kerja terhadap kinerja karyawan pada CV Bumi Waras Divisi Alat berat Bandar Lampung.

Penelitian ini termasuk penelitian asosiatif kausal dengan menggunakan pendekatan kuantitatif. Penelitian ini dikategorikan sebagai penelitian survei, dimana instrumen penelitian ini berupa wawancara dan kuesioner. Jumlah sampel yang digunakan pada penelitian ini sebanyak 50 responden yang ditentukan menggunakan rumus *slovin*. Uji validitas instrumen menggunakan Confirmatory Factor Analysis (CFA), uji reliabilitas menggunakan Cronbach Alpha, sedangkan analisis data dilakukan dengan menggunakan analisis regresi linier berganda dengan bantuan software SPSS.

Penelitian ini secara parsial menghasilkan variabel lingkungan kerja mempengaruhi kinerja karyawan CV Bumi Waras Divisi alat berat Bandar Lampung dengan nilai t-hitung sebesar 13,565 dan variabel motivasi terhadap kinerja karyawan dengan nilai t-hitung sebesar 19,241. Berdasarkan uji F diperoleh nilai F-hitung sebesar 181,324, sehingga dapat disimpulkan bahwa lingkungan kerja dan motivasi secara simultan berpengaruh terhadap kinerja karyawan CV Bumi Waras Divisi alat berat Bandar Lampung.

**Kata kunci:** Lingkungan kerja, Motivasi, Kinerja

## **ABSTRACT**

### **THE EFFECT OF WORK ENVIRONMENT AND MOTIVATION ON THE EMPLOYEE PERFORMANCE (A Case study in CV. Bumi Waras Heavy Equipment Division Bandar Lampung)**

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CV Bumi Waras is a large private company engaged in the trade of several types of staples such as cooking oil, soap and sago. In fact there were still often inconveniences at work and the relationship between leaders and employees who were less harmonious who did not provide motivation to employees so that it could not improve the performance of their employees. The objective of the study was to determine (1) the effect of the work environment on the employee performance at CV Bumi Waras Divis Heavy Equipment Bandar Lampung (2) the effect of the work motivation on the employee performance at CV Bumi Waras Divis Heavy Equipment Bandar Lampung, (3) The effect of the work environment and the work motivation on the employee performance at CV Bumi Waras Divis Heavy Equipment Bandar Lampung.

This research was a causal associative research using a quantitative approach. This research was categorized as a survey research, where the research instrument was in the form of interviews and questionnaires. The number of samples used in this study was 50 respondents who were determined using the Slovin formula. The instrument validity test used Confirmatory Factor Analysis (CFA), the reliability test used Cronbach Alpha, while the data analysis was done using multiple linear regression analysis with the help of SPSS software.

This research partially produced the work environment variable affected the employee performance at CV Bumi Waras in the Bandar Lampung heavy equipment division with the t-test value of 13,565, and the variable of motivation on the employee performance with the t-value of 19,241. Based on the F test, the F-calculated value of 181,324 is obtained. Therefore, it was concluded that the work environment and the motivation simultaneously affected the employee performance at CV Bumi Waras in the Bandar Lampung heavy equipment division.

**Keywords: Work environment, Motivation, Performance**