PENGARUH LINGKUNGAN KERJA, BEBAN KERJA, DAN KOMPENSASI TERHADAP KINERJA KARYAWAN PT. KB FINANSIA MULTI FINANCE CABANG CIPULIR

SKRIPSI

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JAKARTA
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Diajukan Sebagai Salah Satu Syarat Untuk Memperoleh Gelar SARJANA EKONOMI

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THE EFFECT OF WORK ENVIRONMENT, WORKLOAD, AND

COMPENSATION ON EMPLOYEE PERFORMANCE

AT PT. KB FINANSIA MULTI FINANCE CIPULIR

ESSAY

Management Study Program – Strata I

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FACULTY OF ECONOMICS AND BUSINESS

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Submitted As One Of The Requirements For Getting A Title

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ABSTRAK

Penelitian dilaksanakan di PT. KB Finansia Multi Finace Cabang Cipulir, Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, beban kerja dan kompensasi terhadap kinerja karyawan. Teknik pengambilan sampel di gunakana adlah probability sampling yang artinya seluruh responden yang ada berjumlah 75 orang. Jenis penelitian ini kausalitas dengan teknik kuantitatif dengan desain penelititian deskriptif. Metode pengumpulan data dengan metode sensus melalui penyebaran kuesioner menggunakan media *google form*. Pengolahan data mengunakan program SPSS (*Statistical Package For The Social Sciences 26*). Hasil penelitian ini secara simultan antara lingkungan kerja, beban kerja dan kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Selanjutnya hasil penelitian secara parsial lingkungan kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan, sedangkan beban kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dan kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan PT. KB Finansia Multi Finace Cabang Cipulir.

Kata Kunci: Lingkungan Kerja, Beban Kerja, Kompensasi dan Kinerja Karyawan.
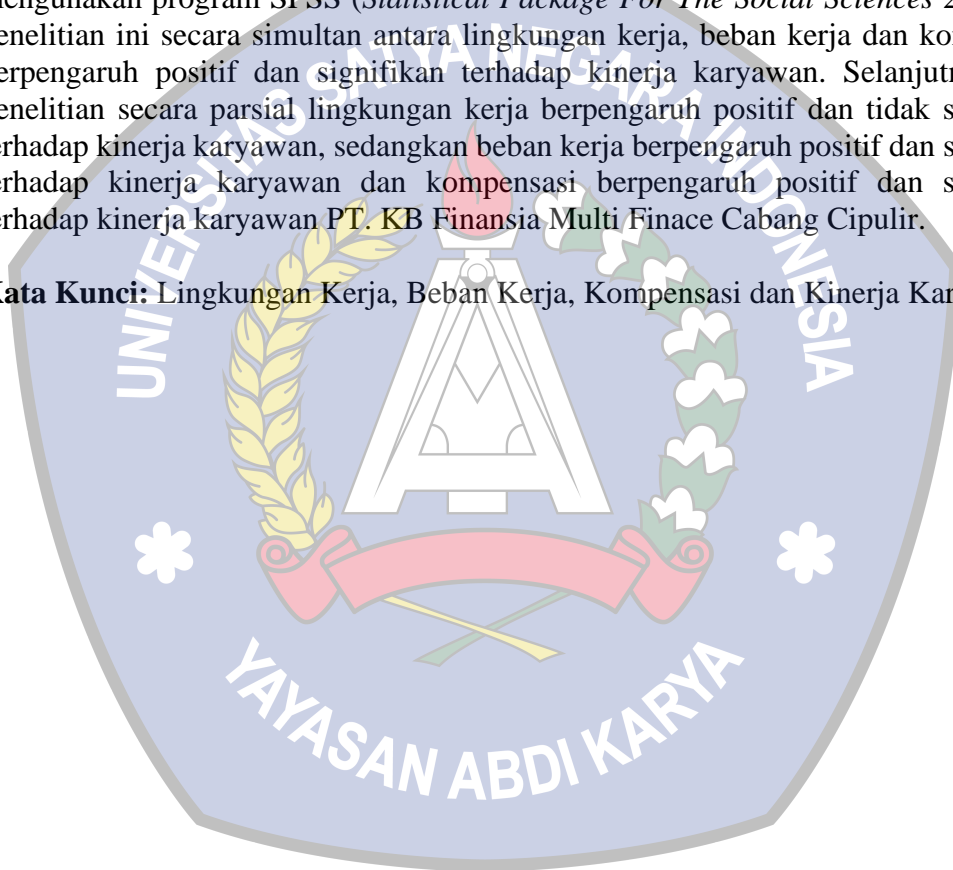
ABSTRACT

The research was conducted at PT. KB Finansia Multi Finance Cipulir Branch, This study aims to determine the effect of the work environment, workload and compensation on employee performance. The population of this study were all employees who were found to be 75 people and in this study used a total sampling technique. This type of research is causality with quantitative techniques with descriptive research design. The method of collecting data is the census method through distributing questionnaires using google form media. The data processing used is the SPSS (Statistical Package For The Social Sciences 26) program. The results of the F test of this study simultaneously between the work environment, workload and compensation have a positive and significant effect on employee performance. Furthermore, the results of the T test show that partially the work environment has a positive and insignificant effect on employee performance, while workload has a positive and significant effect on employee performance and compensation has a positive and significant effect on employee performance at PT. KB Finansia Multi Finance Cipulir Branch.

Keywords: *Work Environment, Workload, Compensation and Employee Performance.*