

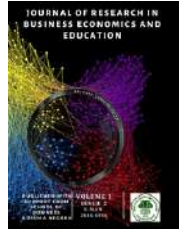


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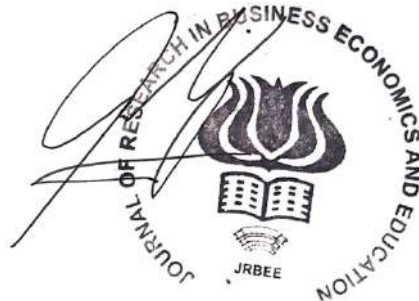
To : Demak Claudia Yosephine Simanjuntak, Richardo Thomas Halim, Reynoldo Thomas Halim

Universitas Prima Indonesia

Thank you for your interest in publishing in International Journal of Research in Business Economics and Education. I am pleased to confirm that your paper "The Influence of Work Environment, Work Motivation, and Training on Employee Performance at PT. Lima Benua Medan" has been **ACCEPTED** for publication in our journal. Your paper has been scheduled for publication in Vol 3, No 3 (June Edition) 2021.

With kind regards,

Jakarta, 19 June 2021



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ABSTRAK

LINGKUNGAN KERJA, MOTIVASI KERJA DAN PELATIHAN TERHADAP KINERJA KARYAWAN PADA PT. LIMA BENUA MEDAN

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Mengkaji serta mengamati dampak lingkungan kerja, motivasi, serta pelatihan pada kinerja karyawan PT. Lima Benua baik secara sendiri-sendiri dan berbarengan untuk merealisasikan tujuan dari penelitian ini. Deskriptif kuantitatif adalah jenis penelitian ini, dengan sifat *explanatory*. Populasi seluruh karyawan PT. Lima Benua yaitu 36 orang. Sampel 36 orang, diperoleh dengan teknik *sampling* jenuh. Data penelitian didapatkan dengan melakukan teknik wawancara, kuesioner dan studi dokumentasi. Metode analisis data secara regresi linier berganda, uji koefisien determinasi, uji parsial dan uji simultan. Hasilnya lingkungan kerja, motivasi, dan pelatihan secara sendiri-sendiri dan berbarengan mempengaruhi kinerja karyawan PT. Lima Benua. 78,5% variasi variabel kinerja karyawan yang mampu ditelaah dengan variabel bebas lingkungan kerja, motivasi, serta pelatihan, 21,5% kelebihan uji koefisien determinasi ditelaah diluar variabel penelitian.

Kata kunci: Lingkungan Kerja, Motivasi, Pelatihan dan Kinerja Karyawan

ABSTRACT

WORK ENVIRONMENT, WORK MOTIVATION, AND TRAINING ON EMPLOYEE PERFORMANCE AT PT. LIMA BENUA MEDAN

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Assessing and observing the impact of the work environment, motivation, and training on the performance of PT. Lima Benua both individually and simultaneously to realize the objectives of this research. Quantitative descriptive is this type of research, with explanatory nature. The population of all employees of PT. Lima Benua were 36 people. A sample of 36 people, obtained by the saturated sampling technique. Research data obtained by conducting interviews, questionnaires, and documentation studies. The data analysis method is multiple linear regression, coefficient of determination test, partial test, and simultaneous test. The result is that the work environment, motivation, and training individually and simultaneously affect the performance of PT. Lima Benua. 78.5% of the variation of employee performance variables that can be studied with the independent variables of work environment, motivation, and training, 21.5% of the excess of the coefficient of determination test is examined outside the research variables.

Keywords: *Work Environment, Motivation, Training, and Employee Performance*

