

ANALISI KINERJA KARYAWAN PT. MIKROTEK KOMPUTINDO MEDAN

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ABSTRAK

Penelitian bertujuan untuk melihat bagaimana hubungan antara variabel baik secara individual ataupun bersamaan. Observasi penelitian ini mempergunakan purposive sampling dengan pengujian uji parsial (Uji T), uji simultan (Uji F), uji asumsi klasik, dan uji Adjusted R square. Hasil pengujian untuk observasi adalah (1) Hasil uji hipotesis secara parsial dimana lingkungan tenaga kerja $t_{hitung} > t_{tabel}$ yaitu $2,212 > 1,528$ serta signifikannya $0,032 < 0,05$ maka H_0 diterima dan H_a ditolak menyatakan lingkungan kerja berdampak positif serta signifikan dan dapat mempengaruhi kinerja karyawan (2) Hasil uji hipotesis secara parsial dimana stress kerja yaitu $2,078 > 1,528$ juga dinyatakan signifikannya $0,038 < 0,05$ maka H_0 diterima dan H_a ditolak itu menyatakan lingkungan kerja berdampak positif serta signifikan mempengaruhi kinerja karyawan. (3) Hasil uji hipotesis secara parsial budaya kerja dimana $t_{hitung} > t_{tabel}$ yaitu $2,059 > 1,528$ serta signifikannya $0,043 < 0,05$ maka H_0 diterima dan H_a ditolak itu menyatakan lingkungan kerja berdampak positif serta signifikan mempengaruhi kinerja karyawan. Dengan hasil Adjusted R square yaitu 0,048. Sehingga lingkungan kerja, stress kerja dan budaya kerja menyatakan kinerja karyawan 48,0% dan 52,0 % dijelaskan pada variabel yang lain.

Kata Kunci : Lingkungan Kerja, Stress Kerja, Budaya Kerja dan Kinerja Karyawan.

ABSTRACT

The research aims to see how the relationship between variables either individually or together. Observations of this study used purposive sampling with partial test (T test), simultaneous test (F test), classical assumption test, and Adjusted R square test. The test results for observation are (1) The results of the partial hypothesis test where the labor environment $t_{count} > t_{table}$ is $2.212 > 1.528$ and the significance is $0.032 < 0.05$ then H_0 is accepted and H_a is rejected stating that the work environment has a positive and significant impact and can affect employee performance (2) The results of the partial hypothesis test where work stress is $2.078 > 1.528$ are also stated to be significant $0.038 < 0.05$ then H_0 is accepted and H_a is rejected indicating that the work environment has a positive impact and significantly affects employee performance. (3) The results of the partial hypothesis test work culture where $t_{count} > t_{table}$, namely $2,059 > 1.528$ and a significance of $0.043 < 0.05$, then H_0 is accepted and H_a is rejected, indicating that the work environment has a positive impact and significantly affects employee performance. With the Adjusted R square result of 0.048. So that the work environment, work stress and work culture indicate employee performance 48.0% and 52.0% is explained in other variables.

Keywords: Work Environment, Work Stress, Work Culture and Employee Performance