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ABSTRAK

Tujuan dari penelitian ini ialah untuk mengetahui dan menganalisis pengaruh Lingkungan kerja, Budaya Kerja dan Beban Kerja terhadap kinerja karyawan PT. Anugerah Sinar Mustika Medan. Metode penelitian yang digunakan tim penulis dalam penelitian ini adalah metode penelitian deskriptif kuantitatif. Sampel dalam penelitian ini adalah seluruh karyawan pada PT. Anugerah Sinar Mustika Medan yang berjumlah 69 orang. Berdasarkan hasil uji hipotesis t dapat disimpulkan Lingkungan Kerja secara parsial berpengaruh signifikan terhadap kinerja karyawan, Budaya kerja secara parsial berpengaruh signifikan terhadap kinerja karyawan, Beban Kerja secara parsial berpengaruh signifikan terhadap kinerja karyawan. Berdasarkan hasil uji hipotesis F dapat disimpulkan Lingkungan Kerja, Budaya kerja, dan Beban Kerja secara simultan berpengaruh signifikan terhadap kinerja pegawai. Berdasarkan hasil analisis koefisien determinasi diperoleh nilai Adjusted R square sebesar 0,733 (73,3%). Maka dapat disimpulkan sebesar 73,3% kinerja karyawan dipengaruhi oleh Lingkungan Kerja, Budaya kerja, dan Beban Kerja, sisanya 26,7% dijelaskan oleh variabel lain yang tidak diteliti dalam penelitian ini.

ABSTRACT

The purpose of this study is to determine and analyze the influence of the Work Environment, Work Culture and Workload on employee performance at PT. Anugerah Sinar Mustika Medan. The research method used by the author team in this study is a quantitative descriptive research method. The sample in this study were all employees at PT. Anugerah Sinar Mustika Medan, totaling 69 people. Based on the results of the t hypothesis test, it can be concluded that the Work Environment partially has a significant effect on employee performance, Work Culture partially has a significant effect on employee performance, Workload partially has a significant effect on employee performance. Based on the results of the F hypothesis test, it can be concluded that the Work Environment, Work Culture, and Workload simultaneously have a significant effect on employee performance. Based on the results of the determination coefficient analysis, the Adjusted R square value was obtained at 0.733 (73.3%). So it can be concluded that 73.3% of employee performance is influenced by the Work Environment, Work Culture, and Workload, the remaining 26.7% is explained by other variables not examined in this study.