

ABSTRAK

Penelitian ini adalah meneliti pengaruh motivasi kerja dan lingkungan kerja terhadap kepuasan kerja karyawan studi kasus PT . Jasa Raharja Area Sumatera Bagian Selatan. Analisis ini meliputi : analisis regresi berganda , uji hipotesis melalui uji t dan uji f , serta analisis koefisien determinasi (R^2) . Hasil analisis menggunakan uji t dapat diketahui bahwa variabel motivasi kerja (X1) dan lingkungan kerja (X2) secara parsial berpengaruh positif terhadap variabel dependen yaitu kepuasan kerja karyawan (Y) . Kemudian hasil analisis menggunakan uji F dapat diketahui bahwa ketiga variabel independen yaitu (motivasi kerja X1) dan lingkungan kerja (X2) secara bersama - sama berpengaruh positif dan signifikan terhadap variabel dependen yaitu kepuasan kerja karyawan (Y) . Hasil analisis menggunakan koefisien determinasi diketahui bahwa 78.6 % kepuasan kerja karyawan dapat diperoleh dan dijelaskan oleh motivasi kerja dan lingkungan kerja. Sedangkan sisanya 21.4 % dijelaskan oleh variabel lain yang tidak terdapat dalam penelitian ini .

Kata Kunci : Motivasi Kerja (X1) , Lingkungan Kerja (X2) Dan Kepuasan Karyawan (Y)

ABSTRACT

This study is to examine the effect of work motivation and work environment on employee job satisfaction case study PT. Services Raharja Southern Sumatra Area. This analysis includes: multiple regression analysis, hypothesis testing through t test and f test, and analysis of the coefficient of determination (R^2). The results of the analysis using the t test can be seen that the work motivation variable (X1) and work environment (X2) partially have a positive effect on the dependent variable, namely employee job satisfaction (Y). Then the results of the analysis using the F test can be seen that the three independent variables (work motivation X1) and work environment (X2) together have a positive and significant effect on the dependent variable, namely employee job satisfaction (Y). The results of the analysis using the coefficient of determination are known that 78.6% of employee job satisfaction can be obtained and explained by work motivation and work environment. While the remaining 21.4% is explained by other variables not included in this study.

Keywords: Work Motivation (X1), Work Environment (X2) And Employee Satisfaction.