ABSTRAK

WIRSYAN RASYID. 2025. *Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai di Kantor Pencarian dan Pertolongan Makassar. Skripsi. Jurusan Manajemen Fakultas Ekonomi Dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing Oleh Samsul Rizal. Muh.Nur R.*

Penelitian ini bertujuan untuk mengetahui apakah Lingkungan Kerja berpengaruh terhadap kinerja pegawai di Kantor Pencarian dan Pertolongan Makassar, dengan ruang lingkup penelitian yang difokuskan pada upaya peningkatan kualitas sumber daya manusia, khususnya dalam menelaah sejauh mana lingkungan kerja (X) menjadi variabel determinan dalam meningkatkan kinerja pegawai (Y). Penelitian ini menggunakan pendekatan kuantitatif melalui metode survei dengan penyebaran kuesioner kepada pegawai sebagai responden. Sampel yang digunakan berjumlah 103 responden, yang ditentukan menggunakan teknik sampling jenuh. Data dianalisis melalui analisis deskriptif, uji instrumen penelitian, maupun analisis regresi sederhana.

Hasil penelitian menunjukkan bahwa Lingkungan kerja (X) berpengaruh positif dan signifikan terhadap kinerja pegawai (Y), yang ditunjukkan oleh nilai t-hitung sebesar 12,872 > t-tabel 1,984 dengan nilai signifikansi 0,000 < 0,05. Koefisien determinasi (R²) menunjukkan bahwa 62,1% variasi dalam kinerja pegawai (Y) dijelaskan oleh variabel pelatihan (X), sementara 37,9% dipengaruhi oleh variabel lain yang tidak diteliti oleh penulis. Dengan demikian, variabel lingkungan kerja berpengaruh positif dan signifikan terhadap peningkatan kinerja pegawai di Kantor Pencarian dan Pertolongan Makassar.

Kata kunci : Lingkungan Kerja, Kinerja Pegawai

ABSTRACT

WIRSYAN RASYID. 2025. *The Influence of Coworker Support and Work Motivation on Employee Performance at the Makassar City Transportation Office. Thesis. Department of Management, Faculty of Economics and Business, Muhammadiyah University of Makassar. Supervised by Samsul Rizal. Muh.Nur R.*

This study aims to determine wheather the work environment influences employee performance at the Makassar Sar And Rescue office. The method used is quantitative with a survey approach to proving hypotheses that are compiled based on the formulation of the problem s presented. Data were collected through questionnaires distributed to 103 respondents who were active employees in the office environment. Data analysis was carried out using simple linear regression to test the effect of independent variables, namely the coworker environment on the dependent variable, namely employee performance.

The results of the study indicate that the work environment has a positive and significant effect on employee performance at the Makassar Sar And Rescue office, both partially and simultaneously. Based on the result of the t-test(partial), The calculated t-value is 12.872, while the table at a significance level of 0,05 is 1.984. since the calculated t-value > t-table (12.872>1.984), it can be concluded that the work environment variable has a significant effect on employee performance. Thus, the H1 hipothesis is accepted. Then seen from the simple regression equation model, the work environment that effects employee performance is: Y = a + bX or Y = 4.923 = + 0.580X. from the regression equation, it can be explained that: a = 4.923 is a contant value, which means that if X is considered 0 then value is positive. b = 0.580 which means that the work environment variable has a positive effect on employee performance. A positive effect can be interpreated that the better the work environment, the better the employee performance.

Keywords: Work Invoronment, Employee Performance