

ABSTRAK

ANALISIS PENGARUH LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA PARA KARYAWAN Studi kasus PT. Intan Pariwara

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Penelitian ini bertujuan untuk mengetahui apakah lingkungan kerja fisik dan lingkungan kerja psikis berpengaruh terhadap kepuasan kerja karyawan. Aspek yang dinilai dalam lingkungan kerja fisik yaitu kebersihan, penerangan, pertukaran udara, keamanan dan peralatan kerja. Sedangkan aspek lingkungan kerja psikis yaitu hubungan karyawan dengan atasan dan hubungan karyawan dengan rekan kerja.

Metode pengumpulan data yang digunakan adalah observasi, dokumentasi dan kuesioner, sedang teknik analisis data yang digunakan adalah regresi linier dan korelasi product moment dengan program aplikasi SPSS.

Dari hasil analisis data regresi linier dapat dilihat bahwa ada pengaruh yang positif antara: 1) lingkungan kerja fisik terhadap kepuasan kerja karyawan, dilihat dari koefisien regresi (b) sebesar 1,106. 2) lingkungan kerja psikis terhadap kepuasan kerja karyawan, dilihat dari koefisien regresi (b) sebesar 0,967. 3) lingkungan kerja fisik dan psikis secara simultan terhadap kepuasan kerja karyawan, dilihat dari koefisien regresi (b_1, b_2) sebesar 1,060 dan 0,907

Dengan teknik analisis data korelasi product moment dapat dilihat hubungan yang kuat antara; 1) lingkungan kerja fisik terhadap kepuasan kerja karyawan, dilihat dari koefisien korelasi (r) sebesar 0,714. 2) lingkungan kerja psikis terhadap kepuasan kerja karyawan, dilihat dari koefisien korelasi (r) sebesar 0,595. 3) lingkungan kerja fisik dan psikis secara simultan terhadap kepuasan kerja karyawan, dilihat dari koefisien korelasi (r) sebesar 0,905.

Dengan demikian dapat disimpulkan bahwa terdapat pengaruh yang positif dan signifikan antara lingkungan kerja dengan kepuasan kerja para karyawan.

ABSTRACT

ANALYSIS OF THE INFLUENCE OF WORKING ENVIRONMENT ON EMPLOYEES' WORKING SATISFACTION A Case Study at PT Intan Pariwara

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This research was intended to know whether physical working environment and psychological working environment influenced the employees' working satisfaction. The factors measured in the physical environment were: cleanness, lighting, safety, and tools. The factors measured in the psychological environment were: relationship between employees and supervisors and the relationship among employees'.

The data gathering techniques used were observation, documentation and questionnaire. For the data analysis were used simple linear regression and correlation product moment with SPSS application program.

The simple linear regression analysis, showed that: 1) the physical working environment influenced the employees' working satisfaction. It could be seen from the value of b which was 1,106. 2) the psychological working environment influenced the employees' working satisfaction. It could be seen from the value of b which was 0,967. 3) the physical and psychological working environment influenced simultaneously the employees' working satisfaction. It could be seen from the value of b_1 and b_2 which was 1,060 and 0,907.

The correlation product moment showed that 1) the physical working environment influenced the employees' working satisfaction. It could be seen from the value of r which was 0,714. 2) the psychological working environment influenced the employees' working satisfaction. It could be seen from the value of r which was 0,595. 3) the physical and psychological working environment influenced simultaneously the employees' working satisfaction. It could be seen from the value of r which was 0,905.

The conclusion was that there was positive and significant influence of the working environment on the employees' working satisfaction.