

ABSTRAK

PENGARUH KEADILAN KOMPENSASI, PELATIHAN KARYAWAN DAN KONDISI LINGKUNGAN KERJA FISIK TERHADAP PRESTASI KERJA KARYAWAN

Studi Kasus pada Tenaga Paramedis Rumah Sakit Daerah
Panembahan Senopati Kabupaten Bantul

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh secara simultan keadilan kompensasi, pelatihan karyawan, dan kondisi lingkungan kerja fisik terhadap prestasi kerja karyawan, dan (2) pengaruh secara parsial keadilan kompensasi, pelatihan karyawan, dan kondisi lingkungan kerja fisik terhadap prestasi kerja karyawan. Penelitian ini dilaksanakan selama bulan Maret 2009 di Rumah Sakit Daerah Panembahan Senopati Kabupaten Bantul. Pengumpulan data dilakukan dengan menggunakan teknik kuesioner dan dokumentasi. Populasi penelitian ini adalah seluruh karyawan paramedis RSD Panembahan Senopati Kabupaten Bantul. Sampel dalam penelitian ini sebanyak 100 orang responden, dan pengambilannya dengan teknik *purposive sampling*. Teknik analisis data yang digunakan adalah analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa keadilan kompensasi (X_1), pelatihan karyawan (X_2), dan kondisi lingkungan kerja fisik (X_3) secara simultan berpengaruh positif dan signifikan terhadap terhadap prestasi kerja karyawan (Y). Hasil penelitian memperlihatkan bahwa hanya satu variabel yang berpengaruh positif dan signifikan terhadap prestasi kerja karyawan (Y) yakni variabel pelatihan karyawan.

ABSTRACT

**THE INFLUENCE OF COMPENSATION JUSTICE, EMPLOYEE
TRAINING
AND THE CONDITION OF PHYSICAL WORK ENVIRONMENT ON
THE EMPLOYEE'S ACHIVEMENT**

Case Study on Paramedic Staff of Panembahan Senopati
Goverment Hospital in Bantul Regent

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This research objectives are to identify : (1) the simultaneous influence of compensation justice, employee training and the condition of physical work environment, and (2) the partial influence of compensation justice, employee training, and the condition of physical work environment, concerning to the employee's achivement. This research has been done in March 2009 in Panembahan Senopati Goverment Hospital in Bantul Regent. The data were collected using questionnaire and documentation techniques. The population of this research is the entire of paramedic staffs in Panembahan Senopati Goverment Hospital in Bantul Regent. One hundred respondents were taken as research sample, using purposive sampling technique. The data analysis technique used was multiple linear regression analysis.

The research's result showed that compensation justice (X1), employee training (X2) and the condition of physical work environment (X3) simultaneously had a positive and significant influence on the employee's achivement (Y). The result of this research showed that only one variable that had a positive and significant influence on the employee's achivement, (Y), namely the employee training variable.