

ABSTRAK
PENGARUH LINGKUNGAN KERJA, KOMPENSASI, DAN PELATIHAN
KERJA TERHADAP KINERJA KARYAWAN

Studi kasus pada Karyawan Bagian Administrasi dan Bagian Umum
Pabrik Cerutu Taru Martani Yogyakarta

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Penelitian ini bertujuan untuk mengetahui: 1) Pengaruh lingkungan kerja, kompensasi, dan pelatihan secara simultan terhadap kinerja karyawan Bagian Administrasi dan Bagian Umum Pabrik Cerutu Taru Martani Yogyakarta, 2) Pengaruh lingkungan kerja terhadap kinerja karyawan Bagian Administrasi dan Bagian Umum Pabrik Cerutu Taru Martani Yogyakarta, 3) Pengaruh kompensasi terhadap kinerja karyawan Bagian Administrasi dan Bagian Umum Pabrik Cerutu Taru Martani Yogyakarta, 4) Pengaruh pelatihan kerja terhadap kinerja karyawan Bagian Administrasi dan Bagian Umum Pabrik Cerutu Taru Martani Yogyakarta. Populasi dalam penelitian ini adalah karyawan administrasi dan karyawan umum Pabrik Cerutu Taru Martani Yogyakarta yang pada saat ini bekerja dan minimal telah bekerja selama 1 tahun yang berjumlah 45 orang. Teknik analisis data dalam penelitian ini adalah analisis data deskriptif dan analisis linear berganda menggunakan aplikasi *Software Statistical Package Science (SPSS)* Versi 26. Hasil penelitian menunjukkan bahwa 1) Lingkungan kerja, kompensasi, dan pelatihan kerja berpengaruh secara simultan terhadap kinerja karyawan Bagian Administrasi dan Bagian Umum Pabrik Cerutu Taru Martani Yogyakarta, 2) Lingkungan kerja berpengaruh terhadap kinerja karyawan Bagian Administrasi dan Bagian Umum Pabrik Cerutu Taru Martani Yogyakarta, 3) Kompensasi berpengaruh terhadap kinerja karyawan Bagian Administrasi dan Bagian Umum Pabrik Cerutu Taru Martani Yogyakarta, dan 4) Pelatihan kerja tidak berpengaruh terhadap kinerja karyawan Bagian Administrasi dan Bagian Umum Pabrik Cerutu Taru Martani Yogyakarta.

Kata Kunci: Lingkungan kerja, Kompensasi, Pelatihan Kerja, dan Kinerja.

ABSTRACT
**THE EFFECT OF WORK ENVIRONMENT, COMPENSATION, AND
WORK TRAINING ON EMPLOYEE PERFORMANCE**
Case Study on Administration and General Section Employees Of
The Taru Martani Cigar Factory Yogyakarta

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This study aims to determine: 1) The effect of work environment, compensation, and training simultaneously on employee performance in the Administrative and General Section of the Taru Martani Cigar Factory Yogyakarta, 2) The effect of the work environment on employee performance in the Administrative and General Departments of the Taru Martani Cigar Factory Yogyakarta, 3) The effect of compensation on employee performance in the Administrative and General Departments of the Taru Martani Cigar Factory Yogyakarta, 4) The effect of job training on employee performance in the Administration and General Section of the Taru Martani Cigar Factory Yogyakarta. The population in this study were administrative employees and general employees of the Taru Martani Yogyakarta Cigar Factory who were currently working and had worked for at least 1 year, totaling 45 people. The data analysis technique in this study is descriptive data analysis and multiple linear analysis using the Statistical Package Science (SPSS) Version 26 software application. The results showed that 1) The work environment, compensation, and job training simultaneously affecting the performance of employees in the Administrative and General Departments of the Taru Martani Cigar Factory Yogyakarta, 2) The work environment affects the performance of employees of the Administrative and General Departments of the Taru Martani Cigar Factory Yogyakarta, 3) Compensation affects the performance of employees of the Administrative and General Departments of the Taru Martani Cigar Factory Yogyakarta, and 4) Job training has no effect on the performance of employees of the Administrative and General Departments of the Taru Martani Cigar Factory Yogyakarta.

Keywords: Work Environment, Compensation, Job Training, and Performance.