

ABSTRAK

**PENGARUH KOMPENSASI, PELATIHAN KERJA DAN LINGKUNGAN
KERJA FISIK TERHADAP KINERJA KARYAWAN**

**Studi Kasus pada Karyawan Bagian Produksi PT. Madubaru, Desa
Padokan, Kelurahan Tirtonirmolo, Kecamatan Kasihan, Kabupaten Bantul,
Yogyakarta.**

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Penelitian ini bertujuan untuk mengetahui pengaruh Kompensasi, Pelatihan Kerja dan Lingkungan Kerja Fisik terhadap Kinerja Karyawan. Sampel dalam penelitian ini adalah karyawan bagian produksi PT. Madubaru. Responden berjumlah 134 orang dari 387 karyawan. Sampel diambil dengan menggunakan teknik *Non Probability Sampling* lebih khususnya *Accidental Sampling*. Data dikumpulkan menggunakan kuesioner. Data dianalisis menggunakan teknik analisis regresi linier berganda, uji asumsi klasik, uji t, uji F dan koefisien determinasi. Hasil penelitian ini menunjukkan bahwa kompensasi, pelatihan kerja dan lingkungan kerja fisik secara bersama-sama berpengaruh positif terhadap kinerja karyawan, sedangkan kompensasi dan pelatihan kerja secara parsial tidak berpengaruh positif terhadap kinerja karyawan.

Kata kunci: Kompensasi, Pelatihan Kerja, Lingkungan Kerja Fisik, Kinerja Karyawan.

ABSTRACT

**THE EFFECT OF COMPENSATION, WORK TRAINING, AND
PHYSICAL WORK ENVIRONMENT TOWARDS THE EMPLOYEE'S
PERFORMANCE**

**A case study on the Production Employees of PT. Madubaru, Padokan
Village, Tirtonirmolo Administrative, Sub-district of Kasihan, Bantul
Regency, Yogyakarta.**

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This research is aimed to find out the effect of compensation, work training, and physical environment towards the employee's performance. The sample of the research are the production employees of PT. Madubaru. There are 134 respondents from 387 employees. The sampling method that is used is Non Probability Sampling, particularly using the method of accidental sampling. The data are collected by questionnaire. The data are analyzed by using multiple linear regression technique, classical assumption test, t test, f test, and determination of coefficient. The result of this research shows that compensation, work training, and physical environment simultaneously create a positive effect towards the employee's performance. In the other side, compensation and work training partially do not have any positive effect towards the employee's performance.

Keywords: compensation, work training, physical environment, employee's performance.