

ABSTRAK

PENGARUH MOTIVASI KERJA, LINGKUNGAN KERJA DAN KOMITMEN KERJA TERHADAP KINERJA KARYAWAN

Studi pada Karyawan Rumah Sakit Atma Jaya Jakarta

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh secara simultan motivasi kerja, lingkungan kerja dan komitmen kerja terhadap kinerja karyawan, (2) pengaruh secara parsial motivasi kerja terhadap kinerja karyawan, (3) pengaruh secara parsial lingkungan kerja terhadap kinerja karyawan, (4) pengaruh secara parsial komitmen kerja terhadap kinerja karyawan. Jenis penelitian ini adalah kuantitatif. Populasi penelitian ini terdiri dari 176 karyawan yang bekerja di Rumah Sakit Atma Jaya Jakarta. Sampel penelitian ini sebanyak 64 responden. Teknik pengambilan sampel menggunakan non probability sampling dengan metode purposive sampling. Uji instrumen yang digunakan adalah uji validitas dan uji reliabilitas. Teknik analisis data menggunakan analisis deskriptif, uji asumsi klasik, analisis regresi linier berganda, uji hipotesis dan koefisien determinasi dengan menggunakan aplikasi IBM SPSS *Statistics* 25. Data diperoleh dengan menyebarkan kuesioner kepada 64 responden. Hasil penelitian ini menunjukkan bahwa: (1) motivasi kerja, lingkungan kerja dan komitmen kerja secara simultan berpengaruh terhadap kinerja karyawan, (2) motivasi kerja secara parsial berpengaruh terhadap kinerja karyawan, (3) lingkungan kerja secara parsial tidak berpengaruh terhadap kinerja karyawan, (4) komitmen kerja secara parsial berpengaruh terhadap kinerja karyawan.

Kata kunci: Motivasi Kerja, lingkungan kerja, komitmen kerja, kinerja karyawan

ABSTRACT

THE EFFECT OF WORK MOTIVATION, WORK ENVIRONMENT AND WORK COMMITMENT ON EMPLOYEE PERFORMANCE

Study on Employees of Atma Jaya Hospital Jakarta

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This study aims to determine: (1) the simultaneous effect of work motivation, work environment and work commitment on employee performance, (2) the partial effect of work motivation on employee performance, (3) the partial effect of work environment on employee performance, (4) the partial effect of work commitment on employee performance. The type of research is quantitative. The population of this study consisted of 176 employees who worked at Atma Jaya Hospital Jakarta. The sample of this study was 64 respondents. The sampling technique used non probability sampling with purposive sampling method. Instrument test were validity and reliability tests. The data analysis technique uses descriptive analysis, classical assumption test, multiple linear regression analysis, hypothesis testing and coefficient of determination using the IBM SPSS Statistics 25 application. Data obtained by distributing a questionnaire to 64 respondents. The results of this study indicate that: (1) work motivation, work environment and work commitment simultaneously effect employee performance, (2) work motivation partially effect employee performance, (3) work environment partially does not effect employee performance, (4) work commitment partially effect employee performance.

Keywords: Work Motivation, work environment, work commitment, employee performance.

