

ABSTRAK

PENGARUH *GOOD CORPORATE GOVERNANCE*, KONDISI LINGKUNGAN KERJA, DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN

(Studi di Kantor Pos Besar Yogyakarta)

Laura Rika Cantika

NIM: 212114047

Universitas Sanata Dharma Yogyakarta

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Penelitian ini bertujuan untuk menganalisis pengaruh *Good Corporate Governance* (GCG), kondisi lingkungan kerja, dan motivasi kerja terhadap kinerja karyawan pada Kantor Pos Besar Yogyakarta. Latar belakang penelitian ini didasarkan pada pentingnya peran penerapan GCG dan sumber daya manusia dalam menunjang pencapaian tujuan organisasi. Penelitian ini juga dilakukan untuk memberikan wawasan strategis kepada manajemen Kantor Pos Yogyakarta dalam meningkatkan kinerja melalui penguatan tata kelola, lingkungan kerja, dan motivasi kerja.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui penyebaran kuesioner kepada 47 karyawan dengan menggunakan *non probably sampling*. Instrumen penelitian diuji validitas dan reliabilitasnya, serta dianalisis menggunakan regresi linear berganda dengan bantuan program SPSS. Penelitian ini juga melalui tahapan uji asumsi klasik untuk memastikan bahwa model regresi yang digunakan memenuhi syarat validitas secara statistik.

Hasil penelitian menunjukkan bahwa GCG, lingkungan kerja, dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Hal ini menunjukkan bahwa penerapan prinsip tata kelola yang baik, terciptanya suasana kerja yang mendukung, serta pemberian motivasi yang tepat mampu mendorong peningkatan produktivitas dan tanggung jawab karyawan. Temuan ini didukung oleh teori agensi dan teori *stewardship* serta hasil dari penelitian-penelitian terdahulu yang menjadi landasan teoretis dalam menjelaskan perilaku individu dalam organisasi.

Kata Kunci: *Good Corporate Governance*, Lingkungan Kerja, Motivasi Kerja, Kinerja Karyawan, Kantor Pos Yogyakarta

ABSTRACT

***THE EFFECT OF GOOD CORPORATE GOVERNANCE,
WORK ENVIRONMENT CONDITIONS, AND WORK
MOTIVATION ON EMPLOYEE PERFORMANCE***

(a Study at the Yogyakarta Post Office)

Laura Rika Cantika

NIM: 212114047

Sanata Dharma University Yogyakarta

2025

This study aims to analyze the influence of Good Corporate Governance (GCG), work environment conditions, and work motivation on employee performance at the Yogyakarta Post Office. The background of this study is based on the importance of the role of GCG implementation and human resources in supporting the achievement of organizational goals. This study was also conducted to provide strategic insights to the management of the Yogyakarta Post Office in improving performance through strengthening governance, work environment, and work motivation.

This study uses a quantitative approach with a survey method through the distribution of questionnaires to 47 employees, using a non probably sampling. The research instruments were tested for validity and reliability and analyzed using multiple linear regression with the help of the SPSS program. This study also went through classical assumption testing to ensure that the regression model used met statistical validity requirements.

The results of the study indicate that GCG, work environment, and work motivation have a positive and significant effect on employee performance. This suggests that the implementation of good governance principles, the creation of a supportive work environment, and the provision of appropriate motivation can drive improvements in employee productivity and responsibility. These findings are supported by agency theory and stewardship theory, as well as the results of previous studies that serve as the theoretical foundation for explaining individual behavior in organizations.

Keywords: *Good Corporate Governance, Work Environment, Work Motivation, Employee Performance, Yogyakarta Post Office*