

ABSTRAK**PENGARUH TATA RUANG DAN FASILITAS KANTOR TERHADAP KINERJA KARYAWAN PT ASKRINDO *BRANCH OFFICE* LAMPUNG****Oleh****Nia Septiana
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Penelitian ini bertujuan untuk mengidentifikasi dan menganalisis pengaruh tata ruang kantor dan fasilitas kantor, baik secara parsial maupun simultan, terhadap kinerja karyawan pada PT Askrindo *Branch Office* Lampung. Masalah utama dalam penelitian ini berakar dari keterbatasan ruang fisik kantor yang sempit serta kendala teknis pada fasilitas operasional harian yang diduga memengaruhi optimalisasi hasil kerja karyawan. Jenis penelitian yang digunakan adalah *explanatory research* dengan pendekatan kuantitatif. Populasi dalam penelitian ini berjumlah 24 orang karyawan PT Askrindo *Branch Office* Lampung. Hasil penelitian menunjukkan bahwa Secara parsial, variabel Tata Ruang Kantor (X1) berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y) dengan nilai t hitung $2,689 > t$ tabel $2,079$ dan nilai signifikansi $0,014 < 0,05$. Secara parsial, variabel Fasilitas Kantor (X2) tidak berpengaruh signifikan terhadap Kinerja Karyawan (Y) dengan nilai t hitung $0,407 < t$ tabel $2,079$ dan nilai signifikansi $0,688 > 0,05$ hal ini dikarenakan tingginya faktor internal, motivasi kerja sama tim mampu meredam keterbatasan fasilitas fisik di lapangan. Secara simultan, Tata Ruang Kantor dan Fasilitas Kantor berpengaruh signifikan terhadap Kinerja Karyawan dengan nilai F hitung $54,556 > F$ tabel $3,47$ dan nilai signifikansi $0,000 < 0,05$. Nilai *Adjusted R Square* sebesar $0,823$ menunjukkan bahwa kontribusi gabungan kedua variabel independen tersebut dalam menjelaskan variasi kinerja karyawan adalah sebesar $82,3\%$, sedangkan sisanya sebesar $17,7\%$ dipengaruhi oleh faktor lain di luar model penelitian ini.

Kata Kunci: Tata Ruang Kantor, Fasilitas Kantor, Kinerja Karyawan, PT Askrindo

ABSTRACT**THE EFFECT OF OFFICE LAYOUT AND FACILITIES ON EMPLOYEE PERFORMANCE AT THE PT ASKRINDO LAMPUNG BRANCH OFFICE****BY****Nia Septiana
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This study aims to identify and analyze the influence of office spatial planning and office facilities, both partially and simultaneously, on employee performance at PT Askrindo Branch Office Lampung. The primary issue driving this research stems from the constraints of limited and narrow physical office space, alongside technical issues in daily operational facilities, which are presumed to affect the optimization of employee work outcomes. This research is an explanatory study utilizing a quantitative approach. The population consists of 24 employees at PT Askrindo Branch Office Lampung. The results of the study indicate that partially, the Office Spatial Planning variabel (X1) has a positive and significant influence on Employee Performance (Y), indicated by a t count value of $2.689 > t \text{ tabel } 2.079$ and a significance value of $0.014 < 0.05$. Partially, the Office Facilities variabel (X2) does not have a significant influence on Employee Performance (Y), indicated by a t count value of $0.407 < t \text{ tabel } 2.079$ and a significance value of $0.688 > 0.05$. This is due to strong internal factors; a strong spirit of teamwork can offset the limitations of physical facilities on the field. Simultaneously, Office Spatial Planning and Office Facilities exert a significant influence on Employee Performance, shown by an F count value of $54.556 > F \text{ tabel } 3.47$ and a significance value of $0.000 < 0.05$. The Adjusted R Square value of 0.823 demonstrates that the combined contribution of these independent variabels explains 82.3% of the variance in employee performance, while the remaining 17.7% is influenced by other factors outside the scope of this research model.

Keywords: Office Spatial Planning, Office Facilities, Employee Performance, PT Askrindo.