

ABSTRACT

THE INFLUENCE OF JOB SATISFACTION, WORK ENVIRONMENT, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN THE PRODUCTION SECTION OF PT KEONG NUSANTARA ABADI (WONG COCO) LAMPUNG

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This study aims to analyze the level of job satisfaction, work motivation, and employee performance, as well as the conditions of the work environment; analyze the magnitude of the influence of job satisfaction and work environment either directly or indirectly on employee performance; and analyze the magnitude of the influence of work motivation on employee performance. Data collection was carried out at PT Keong Nusantara Abadi (Wong Coco) Lampung from December 2022 to January 2023. This research was conducted using a survey method involving 63 samples of production employees. Survey data were analyzed using descriptive analysis and path analysis. The results showed that job satisfaction was included in the satisfied category, while work motivation, employee performance, and work environment were categorized as good. Job satisfaction has a direct effect on employee performance of 0,437; while the work environment has an indirect effect through job satisfaction on employee performance of 318. Work motivation has an effect of 0,300 on employee performance.

Key words: employee performance, job satisfaction, path analysis, work environment, work motivation

ABSTRAK

PENGARUH KEPUASAN KERJA, LINGKUNGAN KERJA, DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN BAGIAN PRODUKSI PT KEONG NUSANTARA ABADI (WONG COCO) LAMPUNG

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Penelitian ini bertujuan untuk menganalisis tingkat kepuasan kerja, motivasi kerja, dan kinerja karyawan, serta kondisi lingkungan kerja; menganalisis besarnya pengaruh kepuasan kerja dan lingkungan kerja baik secara langsung atau tidak langsung terhadap kinerja karyawan; dan menganalisis besarnya pengaruh motivasi kerja terhadap kinerja karyawan. Pengumpulan data dilakukan di PT Keong Nusantara Abadi (Wong Coco) Lampung pada bulan Desember 2022 sampai dengan Januari 2023. Penelitian ini dilakukan dengan metode survei yang melibatkan 63 sampel karyawan bagian produksi. Data survei dianalisis dengan menggunakan analisis deskriptif dan analisis jalur. Hasil penelitian menunjukkan bahwa kepuasan kerja termasuk dalam kategori puas, sedangkan motivasi kerja, kinerja karyawan, dan lingkungan kerja dikategorikan baik. Kepuasan kerja berpengaruh secara langsung terhadap kinerja karyawan sebesar 0,437; sedangkan lingkungan kerja berpengaruh secara tidak langsung melalui kepuasan kerja terhadap kinerja karyawan sebesar 0,318. Motivasi kerja berpengaruh sebesar 0,300 terhadap kinerja karyawan.

Kata kunci: analisis jalur, kepuasan kerja, kinerja karyawan, lingkungan kerja, motivasi kerja