

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Analisis Pengaruh Motivasi Kerja, Lingkungan Kerja, *Sistem Reward* Dan Stres Kerja Terhadap Kinerja Karyawan Pada PT. Abaisiat Raya. Metode analisis data menggunakan kuesioner, dengan sampel 141, namun kuesioner yang terisi hanya 90 dan kuesioner yang diolah juga 90 responden. Metode analisis data yang digunakan adalah Analisa Regresi Linear Berganda. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan Motivasi Kerja terhadap Kinerja Karyawan. Terdapat pengaruh positif dan tidak signifikan Lingkungan Kerja terhadap Kinerja Karyawan. Terdapat pengaruh negatif dan tidak signifikan *Sistem Reward* terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan Stres Kerja terhadap Kinerja Karyawan. Secara simultan terdapat pengaruh positif dan signifikan Motivasi Kerja, Lingkungan Kerja, *Sistem Reward*, Stres Kerja terhadap Kinerja Karyawan. Kontribusi variabel Motivasi Kerja, Lingkungan Kerja, *Sistem Reward*, Stres Kerja terhadap Kinerja Karyawan berpengaruh sebesar 74,0% sedangkan sisanya sebesar 26,0% di pengaruhi oleh variabel lain diluar penelitian ini. Berdasarkan hasil penelitian ini diharapkan pihak PT. Abaisiat Raya dapat meningkatkan Kinerja Karyawan dengan meningkatkan Motivasi Kerja, Lingkungan Kerja, *Sistem Reward*, Stres Kerja melalui masing-masing indikator.

Kata Kunci: Motivasi Kerja, Lingkungan Kerja, *Sistem Reward*, Stres Kerja, Dan Kinerja Karyawan

ABSTRACT

The purpose of this study was to find out how much the Influence Analysis of Work Motivation, Work Environment, Reward System and Work Stress on Employee Performance at PT. Abaisiat Raya. The data analysis method used a questionnaire, with a sample of 141, but only 90 filled out the questionnaires and 90 respondents processed the questionnaires. The data analysis method used is Multiple Linear Regression Analysis. Based on the results of the study indicate that there is a positive and significant effect of work motivation on employee performance. There is a positive and insignificant effect of the Work Environment on Employee Performance. There is a negative and insignificant effect of the Reward System on Employee Performance. There is a positive and significant effect of Job Stress on Employee Performance. Simultaneously there is a positive and significant effect of Work Motivation, Work Environment, Reward System, Work Stress on Employee Performance. The contribution of the variables of Work Motivation, Work Environment, Reward System, Work Stress to Employee Performance has an effect of 74.0% while the remaining 26.0% is influenced by other variables outside this study. Based on the results of this study, it is expected that PT. Abaisiat Raya can improve Employee Performance by increasing Work Motivation, Work Environment, Reward System, Work Stress through each indicator.

Keywords: Work Motivation, Work Environment, Reward System, Work Stress, And Employee Performance