

ABSTRAK

Loly Fitri Yovani 15101155310663, Jurusan Manajemen, Tahun 2020, Pengaruh Penempatan Kerja, Keselamatan Kerja dan Motivasi Kerja terhadap Prestasi Kerja Pegawai Pada PT. Technindo Kebun Kelapa Sawit Kabupaten Dharmasraya, di bawah bimbingan Ibu Dr.Ir.Zefri Yenni, MM dan ibu Yosi Puspita Sari, SE,MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Penempatan (X1), Keselamatan Kerja (X2) dan Motivasi Kerja (X3) terhadap Prestasi Kerja (Y) sebagai variabel dependent. Metode pengumpulan data melalui survei dan mengedarkan kuesioner sebanyak 61 responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis korelasi, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Berdasarkan hasil Uji (Uji t) Penempatan Kerja, Keselamatan Kerja dan Motivasi Kerja secara parsial berpengaruh signifikan terhadap Prestasi Kerja. Penempatan Kerja, Hasil (Uji F) Keselamatan Kerja dan Motivasi Kerja secara bersama-sama berpengaruh signifikan terhadap Prestasi Kerja. Kontribusi / sumbangan variabel enempatan Kerja, Keselamatan Kerja dan Motivasi Kerja terhadap Prestasi Kerja sebesar 0,640 atau 64,0% sedangkan sisanya sebesar 36,0% ditentukan oleh variabel lain yang tidak dianalisis dalam model pada penelitian ini.

Hasil penelitian ini sejalan dengan yang dilakukan Bustam (2016), Sri Rahayu (2018), Atik dwi Pratiwi (2016). Namun bertolak belakang dengan penelitian Indriani (2016), Aulia Indra (2018), Aulia Pratiwi (2018).

Kata Kunci : Penempatan, Keselamatan Kerja, Motivasi Kerja dan Prestasi Kerja

ABSTRACT

Loly Fitri Yovani 15101155310663, Department of Management, 2020, The Effect of Job Placement, Work Safety and Work Motivation on Employee Job Performance at PT. Technindo Palm Oil Plantation of Dharmasraya Regency, under the guidance of Mrs. Dr. Ir. Zefri Yenni, MM and Mrs. Yosi Puspita Sari, SE, MM.

This study aims to find out how much the Effect of Placement (X1), Work Safety (X2) and Work Motivation (X3) on Work Performance (Y) as a dependent variable. Methods of data collection through surveys and distributing questionnaires were 61 respondents. The analytical method used is the validity and reliability test, correlation analysis, multiple regression analysis, to test the hypothesis used is the t test and F test.

The results obtained based on Partial Test (t Test) obtained (1) Placement partially has a significant effect on Job Performance (2) Work Safety partially has a significant effect on Job Performance (3) Work Motivation partially has a significant effect on Job Performance (4) Work opportunities, Work Safety and Work Motivation together have a significant effect on Job Performance. The contribution / contribution of work enumeration variables, work safety and work motivation to work performance is 0.640 or 64.0% while the remaining 36.0% is determined by other variables not analyzed in the model in this study.

The results of this study are in line with research conducted by Bustam (2016), Sri Rahayu (2018), Atik Dwi Pratiwi (2016), but contrary to research by Indriani (2016), Aulia Indra (2018) and Aulia Pratiwi (2018)

Keywords: Placement, Work Safety, Work Motivation and Work Achievement