

ABSTRACT

This study aims to determine how much influence, Work Facilities, Work environment together (simultaneous) and partial on Employee performance with Job Satisfaction as Intervening Variables. Data collection methods through surveys and questionnaires. The analytical method used is the validity and reliability test, correlation analysis, multiple linear analysis, to test the hypothesis used the t test and f test. The sample of this company is 30 respondents.

Based on research were obtained showed (test t) obtained by (a) There is this influence of the positive and significant between Work Facilities against Job Satisfaction with a value Significantly $0,006 < 0,05$ and value of t_{count} more substantial than t_{table} $3,001 > 2,055$. (b) There is the influence of the positive and significant between Work Environment against Job Satisfaction with a value Significantly $0,013 < 0,05$ and value of t_{count} more substantial than t_{table} $2,652 > 2,055$. (c) There is the influence of the positive and significant between Work Facilities against Employee Performance with a value Significantly $0,005 < 0,05$ and value of t_{count} more substantial than t_{table} $3,109 > 2,055$. (d) There is the influence of the positive and significant between Work Environment against Employee Performance with a value Significantly $0,042 < 0,05$ and value of t_{count} more substantial than t_{table} $2,140 > 2,055$. (e) There is the influence of the positive and significant Job Satisfaction to Employee Performance with a value significantly $0,042 < 0,05$, and the value of t_{count} more substantial than t_{table} $2,432 > 2,055$. (f) he results of the study that the indirect relationship is smaller than the direct relationship, it means that job satisfaction cannot mediate the relationship between Work Facilities on Employee Performance (g) The results of the study that the indirect relationship is smaller than the direct relationship, means that job satisfaction cannot mediate the relationship between the Work Environment on Employee Performance.

Finally, the authors suggest to the management of PT. Tanto Intim Line Padang that employee performance will improve if the management improve the work facilities and work environment through its indicators.

Words key : *work facilities, work environment, employee performance, job satisfaction*

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Fasilitas Kerja, Lingkungan Kerja secara bersama-sama (simultan) dan parsial terhadap Kinerja karyawan dengan Kepuasan Kerja sebagai Variabel Intervening. Metode pengumpulan data melalui survei dan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, analisis korelasi, analisis linier berganda, untuk uji hipotesis digunakan uji t dan uji f. Sampel perusahaan ini berjumlah 30 responden.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh :

(a) Terdapat pengaruh yang positif dan signifikan antara Fasilitas Kerja dengan Kepuasan Kerja dengan nilai signifikan $0,006 < 0,05$ dan nilai $t_{\text{hitung}} > t_{\text{tabel}}$ $3,001 > 2,055$. (b) Terdapat pengaruh yang positif dan signifikan antara lingkungan Kerja dengan Kepuasan Kerja dengan nilai signifikan $0,013 < 0,05$ dan nilai $t_{\text{hitung}} > t_{\text{tabel}}$ $2,652 > 2,055$. (c) Terdapat pengaruh yang positif dan signifikan antara Fasilitas Kerja dengan Kinerja Karyawan dengan nilai signifikan $0,005 < 0,05$ dan nilai $t_{\text{hitung}} > t_{\text{tabel}}$ $3,109 > 2,055$. (d) Terdapat pengaruh yang positif dan signifikan antara Lingkungan Kerja dengan Kinerja Karyawan dengan nilai signifikan $0,042 < 0,05$ dan nilai $t_{\text{hitung}} > t_{\text{tabel}}$ $2,140 > 2,055$. (e) Terdapat pengaruh yang positif dan signifikan antara Kepuasan Kerja dengan Kinerja Karyawan dengan nilai signifikan $0,022 < 0,05$ dan nilai $t_{\text{hitung}} > t_{\text{tabel}}$ $2,432 > 2,055$. (f) hasil penelitian bahwa hubungan tidak langsung lebih kecil dibandingkan hubungan langsung, berarti Kepuasan kerja tidak dapat memediasi hubungan antara Fasilitas Kerja terhadap Kinerja Karyawan. (g) Hasil penelitian bahwa hubungan tidak langsung lebih kecil dibandingkan hubungan langsung, berarti kepuasan kerja tidak dapat memediasi hubungan antara Lingkungan Kerja terhadap Kinerja Karyawan.

Akhirnya penulis menyarankan kepada pihak Manajemen PT. Tanto Intim Line Padang bahwa Kinerja Karyawan akan meningkat apabila pihak manajemen meningkatkan Fasilitas Kerja dan Lingkungan Kerja melalui indikator-indikatornya.

Kata kunci : Fasilitas Kerja, Lingkungan Kerja, Kinerja Karyawan, Kepuasan Kerja.