

ABSTRAK

Penelitian ini berjudul Pengaruh Lingkungan kerja dan Semangat Kerja Terhadap Kinerja karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja dan semangat kerja terhadap kinerja karyawan di PT. XYZ. Teknik pengumpulan data melalui observasi, wawancara, dan kuesioner. Populasi dalam penelitian ini adalah seluruh karyawan PT. XYZ. Teknik pengambilan sampel yang digunakan adalah teknik *non-probability* yaitu sampling jenuh dengan sampel sebanyak 127 karyawan. Metode yang di gunakan adalah deskriptif dan verifikatif dengan pendekatan kualitatif dan kuantitatif. Berdasarkan hasil penelitian tanggapan karyawan mengenai lingkungan kerja dinyatakan cukup, tanggapan karyawan mengenai semangat kerja dinyatakan cukup, dan tanggapan karyawan mengenai kinerja dinyatakan baik. Pengaruh Lingkungan Kerja dan Semangat Kerja berpengaruh secara simultan terhadap Kinerja Karyawan PT. XYZ.

Kata kunci : Lingkungan Kerja, Semangat Kerja, Kinerja Karyawan

ABSTRACT

This research has a title The Impact Of Work Environment and Passion Of Employee Performance. This study aims to determine impact of work environment and passion of employee performance in PT. XYZ. Data collection was collected through observation, interview, questionnaire. In this study the population is entire employee at PT. XYZ. The sample was obtained by using non-probability that is saturated sample with the samples as much 127 employees. The method that used in this study was descriptive and verivacative with qualitative and quantitative approach. Based on a result of study employee opinion about work environment stated good enough and also for work passion, and for employee performance stated good based on employee opinion. The Impact of Work Environment and Work Passion is have an effect simultaneously for Employee Performance at PT.XYZ

Key words : *Work Environment, Work Passion, Employee Performance*