

**PENGARUH BEBAN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA
KARYAWAN PADA DINAS TENAGA KERJA DAN PERINDUSTRIAN KOTA
PADANG**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui :(1) pengaruh beban kerja terhadap kinerja karyawan pada Dinas Tenaga Kerja dan Perindustrian Kota Padang (2) pengaruh lingkungan kerja terhadap kinerja karyawan pada Dinas Tenaga Kerja dan Perindustrian Kota Padang (3) pengaruh beban kerja dan lingkungan kerja terhadap kinerja karyawan pada Dinas Tenaga Kerja dan Perindustrian Kota Padang. Penelitian ini termasuk penelitian asosiatif kasual dengan menggunakan pendekatan kuantitatif. Populasi dalam penelitian ini adalah seluruh karyawan Pada Dinas Tenaga Kerja dan Perindustrian Kota Padang sebanyak 51 orang. Teknik pengambilan sampel menggunakan Disproportionate stratified random sampling. Data di kumpulkan dengan kuesioner yang telah di uji validitas dan realibilitasnya. Teknik analisis data yang digunakan adalah regresi berganda. Hasil penelitian pada taraf signifikansi 5% menunjukkan bahwa: (1) beban kerja berpengaruh negatif terhadap kinerja karyawan hasil koefisien (b) sebesar $5.314 > 2,920 = 0,025$. Kontribusi pengaruh beban kerja terhadap kinerja sebesar $(0,000 < 0,05)$; (2) lingkungan kerja berpengaruh positif terhadap kinerja karyawan dengan nilai beta (α) sebesar $0,444 (> 0,477)$. Kontribusi pengaruh lingkungan kerja terhadap kinerja karyawan sebesar $(R^2) 0,011$: dan (3) Beban Kerja memiliki nilai beta (b) sebesar $(b) -0,095 (p > 0.05; p = 0,32)$ berpengaruh negatif dan signifikan terhadap Kinerja Karyawan sementara itu Lingkungan Kerja memiliki nilai beta $444 < 144 p = 000$) berpengaruh positif terhadap Kinerja Karyawan. Kontribusi pengaruh Beban Kerja dan lingkungan kerja berpengaruh secara parsial terhadap kinerja karyawan sebesar $(R^2) 477$.

Kata kunci: Beban Kerja, Lingkungan Kerja, Kinerja Karyawan

**THE EFFECT OF WORK LOAD AND WORKING ENVIRONMENT TOWARDS
EMPLOYEES' PERFORMANCE (A STUDY IN PT. MACANAN JAYA
CEMERLANGKLATEN)**

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ABSTRAC

This study aimed to find out : (1) the effects of work load towards employees' performance in printing company Macanan Jaya Cemerlang Corp. (2) the effects working environment towards employees' performance in printing company Macanan Jaya Cemerlang Corp. (3) the effects of work load and working environment towards employees' performance in printing company Macanan Jaya Cemerlang Corp. This study was casual associative study by using quantitative approach. The population in this study were all employees in printing company Macanan Jaya Cemerlang Corp as many as 51 people, The sampel in this study were 51 employee. The sampling technique used Disproportionate stratified random sampling. Data were collected by (a) questionnaire which was tested for validity and reliability. Technique analyzed using multiple regression analysis. The results of the study on 5% significance level showed that: (1) work load had a negatively effect towards employees' performance with the beta (b) coefficient on the amount of $5.314 > 2.920 = 0.025$. The contribution of the effect of work load towards employees' performance was (ΔR^2) ($0.000 < 0.05$; (2) working environment effected positively towards employees' performance with the beta (b) coefficient on the amount of $0.444 (> 0.477)$. The contribution of the effect of working environment on the employee's performance was (R^2) 0.011 ; and (3) work load whose beta (b) value was (b) -0.095 ($p > 0.05$; $p = 0.32$) effected negatively and significantly towards employees' performance. Meanwhile, working environment which had beta effected employees' performance beta $444 < 144$ ($p = 0.000$) positively. The contribution of work load and working environment partially effect on the employee's performance was (R^2) 0.477 .

Keywords: Work Load, Working Environment, Employee Performa