

Abstrak

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Program Studi S-1 Manajemen
2022

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Pengaruh Kompetensi Dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Kundur Mas Tanjung Batu Dengan Motivasi Sebagai Variabel Moderasi serta Tinjauanya Dalam Perspektif Islam

132 halaman + 17 tabel + 3 gambar, dan 6 lampiran

Penelitian ini bertujuan untuk mengetahui pengaruh pengaruh kompetensi dan lingkungan kerja terhadap kinerja karyawan PT. Kundur Mas Tanjung Batu dengan motivasi sebagai variabel moderasi serta tinjauan dari sudut pandang islam. Sampel dalam penelitian adalah 56 karyawan tetap PT.Kundur Mas. Teknik pengambilan sampel yang digunakan adalah *Sampling Jenuh*. Data dikumpulkan dengan menggunakan metode survey dengan instrument kuesioner. Metode analisis data yang digunakan yaitu metode *Statitical Product and Service Solution* (SPSS) dan *Partial Last Square Structural Equation Modeling* (PLS-SEM). Hasil penelitian menunjukkan bahwa (1) Kompetensi, lingkungan kerja dan motivasi dapat dijadikan model yang berpengaruh terhadap kinerja karyawan (2) Kompetensi memiliki pengaruh positif dan signifikan terhadap kinerja karyawan PT. Kundur Mas (3) Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Kundur Mas (4) Motivasi tidak dapat memoderasi pengaruh kompetensi terhadap kinerja karyawan PT. Kundur Mas (5) Motivasi memperlemah pengaruh lingkungan kerja terhadap kinerja karyawan PT. Kundur Mas. Dalam sudut pandang islam apabila ingin meningkatkan kinerja karyawan, hal yang dilakukan perusahaan yaitu menerapkan kompetensi, lingkungan kerja, serta motivasi sesuai dengan prinsip-prinsip islam agar didalam bekerja karyawan bisa bertanggung jawab apa yang sudah diberikan kepadanya sehingga mendapatkan keberkahan dan saling menguntungkan antara karyawan dan pemilik perusahaan.

Kata kunci: Kompetensi, Lingkungan Kerja, Motivasi, Kinerja Karyawan, Islam.

Abstract

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2022**

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The Effect of Competence and Work Environment on Employee Performance at PT. Kundur Mas Tanjung Batu with motivation as a moderating variable and an overview from an Islamic point of view

132 pages + 17 tables +3 pictures and, 6 attachments

This research was aims to analyze the effect of competence and work environment on the performance of employees of PT. Kundur Mas Tanjung Batu with motivation as a moderating variable and a review from an Islamic point of view. The sample in this study were 56 permanent employees of PT. Kundur Mr. The sampling technique used is sampling jenuh. Data were collected using a survey method with a questionnaire instrument. The data analysis method used is the method metode Statitical Product and Service Solution (SPSS) dan Partial Last Square Structural Equation Modeling (PLS-SEM). The results showed that (1) Competence, work environment and motivation can be used as models that affect employee performance (2) Competence has a positive and significant influence on employee performance at PT. Kundur Mas (3) The work environment has a positive and significant effect on the performance of PT. Kundur Mas (4) Motivation cannot moderate the influence of competence on the performance of employees of PT. Kundur Mas (5)Motivation weakens the influence of the work environment on the performance of employees of PT. Kundur Mas. In the view of Islam, if you want to improve employee performance, what the company does is apply competence, work environment, and motivation in accordance with Islamic principles so that employees can be responsible for what has been given to them so that they get blessings and mutual benefits between employees and employees. company owner.

Keywords: Competence, Work Environment, Motivation, Employee Performance, Islam.