

ABSTRAK

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Pengaruh Lingkungan Kerja, Motivasi Kerja, Beban Kerja dan Budaya Organisasi Terhadap Kinerja Karyawan Di Biro Kepegawaian Kementerian Dalam Negeri Menurut Pandang Islam

142 + xiv halaman, 19 tabel, 3 gambar dan 5 lampiran

Uraian Abstrak

Penelitian ini dilakukan bertujuan untuk menganalisis Pengaruh lingkungan kerja, motivasi kerja, beban kerja dan budaya organisasi terhadap kinerja karyawan. Penelitian ini didesain sebagai *explanatory research*. Populasi penelitian ini adalah kinerja karyawan di Biro Kepegawaian Kementerian Dalam Negeri DKI Jakarta dengan jumlah sampel 60 responden. Data dikumpulkan dengan menggunakan instrumen kuesioner. Analisis data menggunakan *Metode Partial Least Square Structural Equation Modeling* (PLS-SEM). Hasil penelitian menunjukkan bahwa Lingkungan Kerja, Motivasi Kerja, Beban Kerja dan Budaya Organisasi Terhadap Kinerja Karyawan memiliki kesesuaian (fit) yang besar ($GoF = 0,454$) dan lingkungan kerja, motivasi kerja, beban kerja dan budaya organisasi memiliki relevansi dalam memperdiksi pembentukan kinerja karyawan ($Q^2 = 0,405$). Hasil penelitian ini menunjukkan bahwa: (1) lingkungan kerja berpengaruh positif terhadap kinerja karyawan ($p\text{-value} < 0,05$) (2) motivasi kerja tidak berpengaruh terhadap kinerja karyawan (3) beban kerja tidak berpengaruh terhadap kinerja karyawan dan (4) budaya organisasi berpengaruh terhadap kinerja karyawan ($p\text{-value} < 0,05$). Dalam sudut pandang islam, lingkungan kerja sudah memenuhi nilai dalam islam salah satunya saling mengisi dan menjaga makhluk ciptaan Allah.

Kata Kunci: Lingkungan Kerja, Motivasi Kerja, Beban Kerja, Budaya Organisasi, Kinerja Karyawan.

ABSTRACT

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The Effect of Work Environment, Work Motivation, Workload and Organizational Culture on Employee Performance in the Personnel Bureau of the Ministry of Home Affairs from an Islamic View

142 + xiv pages, 19 tables, 3 figures, and 5 appendices

Abstract Description

This research was conducted with the aim of analyzing the influence of the work environment, work motivation, workload and organizational culture on employee performance. This study was designed as an explanatory research. The population of this study is the performance of employees at the Jakarta Ministry of Home Affairs Personnel Bureau with a total sample of 60 respondents. Data was collected using a questionnaire instrument. Data analysis used the Partial Least Square Structural Equation Modeling (PLS-SEM) method. The results showed that work environment, work motivation, workload and organizational culture on employee performance have great fit ($GoF = 0.454$) and work environment, work motivation, workload and organizational culture have relevance in predicting employee performance ($Q^2 = 0.405$). The results of this study indicate that: (1) work environment has a positive effect on employee performance ($p\text{-value} < 0.05$) (2) work motivation has no effect on employee performance (3) workload has no effect on employee performance and (4) organizational culture influences employee performance ($p\text{-value} < 0.05$). From an Islamic point of view, the work environment already fulfills Islamic values, one of which is filling and caring for God's creatures.

Keywords: *Work Environment, Work Motivation, Workload, Organizational Culture, Employee Performance.*