

# **PENGARUH LINGKUNGAN KERJA FISIK DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN *OUTSOURCING* PADA BANK CTBC CABANG BANDUNG**

Intan Septia  
9882405119211089

## **ABSTRAK**

Permasalahan yang terjadi adalah pada pencapaian target kinerja karyawan *outsourcing* selama beberapa tahun terakhir mengalami fluktuasi, kurangnya lingkungan kerja fisik yang nyaman di perusahaan serta rendahnya motivasi kerja. Penelitian ini bertujuan untuk mengetahui keadaan lingkungan kerja fisik, motivasi kerja dan kinerja karyawan serta mencari besaran pengaruh lingkungan kerja fisik dan motivasi kerja terhadap kinerja karyawan PT. Bank CTBC Cabang Bandung baik secara parsial maupun simultan. Metode yang digunakan dalam penelitian ini adalah deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini adalah seluruh karyawan PT. Bank CTBC Cabang Bandung yang berjumlah 32 orang responden dengan menggunakan teknik *non probability sampling*, sampel jenuh. Berdasarkan hasil penelitian diperoleh bahwa lingkungan kerja fisik berada pada kategori cukup baik, motivasi kerja berada pada kategori cukup tinggi dan kinerja karyawan berada pada kategori cukup baik. Berdasarkan hasil uji determinasi diperoleh Lingkungan Kerja Fisik berpengaruh terhadap Kinerja Karyawan sebesar 51,6%, Motivasi Kerja berpengaruh terhadap Kinerja Karyawan sebesar 52,9%. Lingkungan Kerja Fisik dan Motivasi Kerja secara simultan berpengaruh terhadap Kinerja Karyawan sebesar 56,9%. Hasil pengujian hipotesis secara parsial menunjukkan lingkungan kerja fisik berpengaruh terhadap kinerja karyawan dengan nilai sig. sebesar  $0,036 < 0,05$  dan nilai  $t_{\text{hitung}} 2,202 > t_{\text{tabel}} 2,045$ . Motivasi Kerja berpengaruh terhadap Kinerja Karyawan dengan nilai sig. sebesar  $0,023 < 0,05$  dan nilai  $t_{\text{hitung}} 2,403 > t_{\text{tabel}} 2,045$ . Berdasarkan pengujian hipotesis secara simultan menunjukkan Lingkungan Kerja Fisik dan Motivasi Kerja berpengaruh terhadap Kinerja Karyawan dengan nilai sig.  $< 0,05$  ( $0,000 < 0,05$ ) dan nilai  $F_{\text{hitung}} > F_{\text{tabel}}$  ( $21,442 > 3,33$ ).

**Kata kunci:** Lingkungan Kerja Fisik, Motivasi Kerja, Kinerja Karyawan

# **THE INFLUENCE OF PHYSICAL WORK ENVIRONMENT AND WORK MOTIVATION ON THE PERFORMANCE OF OUTSOURCED EMPLOYEES AT BANK CTBC BANDUNG BRANCH**

Intan Septia  
9882405119211089

## **ABSTRACT**

*The problem that occurs is that the achievement of outsourcing employee performance targets over the last few years has fluctuated, there is a lack of a comfortable physical work environment in the company and low work motivation. This research aims to determine the state of the physical work environment, work motivation and employee performance as well as finding the magnitude of the influence of the physical work environment and work motivation on the performance of PT employees. CTBC Bank Bandung Branch either partially or simultaneously. The method used in this research is descriptive and verification with a quantitative approach. The population used in this research were all employees of PT. CTBC Bank Bandung Branch, totaling 32 respondents using non-probability sampling techniques, saturated samples. Based on the research results, it was found that the physical work environment was in the quite good category, work motivation was in the quite high category and employee performance was in the quite good category. Based on the results of the determination test, it was found that the Physical Work Environment had an effect on Employee Performance by 51.6%, Work Motivation had an effect on Employee Performance by 52.9%. Physical Work Environment and Work Motivation simultaneously influence employee performance by 56.9%. The results of partial hypothesis testing show that the physical work environment influences employee performance with a sig. amounting to  $0.036 < 0.05$  and the t-count value is  $2.202 > t\text{-table } 2.045$ . Work Motivation influences employee performance with a sig. amounting to  $0.023 < 0.05$  and the t-count value is  $2.403 > t\text{-table } 2.045$ . Based on simultaneous hypothesis testing, it shows that the Physical Work Environment and Work Motivation have an effect on Employee Performance with a sig.  $< 0.05$  ( $0.000 < 0.05$ ) and F-count value  $> F\text{-table } (21.442 > 3.33)$ .*

**Keywords:** Physical Work Environment, Work Motivation, Employee Performance