

ABSTRAK

Tina 1229240263: Pengaruh lingkungan kerja fisik, non fisik, dan budaya organisasi terhadap kinerja karyawan (studi pada kantor kecamatan ciracap)

Lingkungan kerja fisik, lingkungan kerja non fisik, dan budaya organisasi merupakan faktor penting yang dapat memengaruhi kinerja pegawai dalam suatu organisasi. Lingkungan kerja fisik berkaitan dengan kondisi tempat kerja yang mendukung kenyamanan dan keselamatan pegawai, sedangkan lingkungan kerja non fisik mencakup hubungan kerja, komunikasi, dan suasana kerja yang tercipta dalam organisasi. Selain itu, budaya organisasi berperan sebagai pedoman nilai, norma, dan perilaku yang memengaruhi cara pegawai bekerja. Kinerja pegawai yang optimal sangat diperlukan untuk mendukung efektivitas pelayanan publik.

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja fisik, lingkungan kerja non fisik, dan budaya organisasi terhadap kinerja pegawai pada Kantor Kecamatan Ciracap Kabupaten Sukabumi. Penelitian ini dilatarbelakangi oleh pentingnya peningkatan kinerja pegawai dalam mendukung pelayanan publik yang efektif.

Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan deskriptif dan verifikatif. Populasi penelitian berjumlah 42 pegawai dengan teknik sampling jenuh. Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan regresi linear berganda, koefisien determinasi, uji t, dan uji F dengan bantuan SPSS versi 29.

Pembahasan hasil penelitian menunjukkan bahwa lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai signifikansi 0,004. Lingkungan kerja non fisik berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai signifikansi 0,000. Budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai signifikansi 0,001. Secara simultan, lingkungan kerja fisik, lingkungan kerja non fisik, dan budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai signifikansi 0,000. Nilai koefisien determinasi (R^2) sebesar 0,964 menunjukkan bahwa 96,4% kinerja pegawai dijelaskan oleh ketiga variabel tersebut, sedangkan 3,6% dipengaruhi faktor lain di luar penelitian.

Kata Kunci: Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik, Budaya Organisasi, Kinerja Pegawai

ABSTRAC

Tina 1229240263: The influence of physical, non-physical work environment, and organizational culture on employee performance (a study at Ciracap sub-district office)

Physical work environment, non-physical work environment, and organizational culture are important factors that can influence employee performance within an organization. The physical work environment is related to workplace conditions that support employee comfort and safety, while the non-physical work environment encompasses working relationships, communication, and the organizational atmosphere. In addition, organizational culture serves as a guide for values, norms, and behaviors that influence the way employees perform their work. Optimal employee performance is essential to support the effectiveness of public service delivery.

This study aims to analyze the influence of the physical work environment, non-physical work environment, and organizational culture on employee performance at the Ciracap District Office, Sukabumi Regency. The research is motivated by the importance of improving employee performance in supporting effective public services.

The research employed a quantitative method with descriptive and verificative approaches. The study population consisted of 42 employees, and a saturated sampling technique was applied. Data were collected through questionnaires and analyzed using multiple linear regression, the coefficient of determination, t-test, and F-test with the assistance of SPSS version 29.

The results indicate that the physical work environment has a positive and significant effect on employee performance, with a significance value of 0.004. The non-physical work environment also has a positive and significant effect on employee performance, with a significance value of 0.000. Organizational culture has a positive and significant effect on employee performance, with a significance value of 0.001. Simultaneously, the physical work environment, non-physical work environment, and organizational culture have a positive and significant effect on employee performance, with a significance value of 0.000. The coefficient of determination (R^2) of 0.964 indicates that 96.4% of employee performance is explained by these three variables, while the remaining 3.6% is influenced by other factors not examined in this study.

Keywords: *Physical Work Environment, Non-Physical Work Environment, Organizational Culture, Employee Performance.*