

Judul Penelitian: Pengaruh Motivasi, Fasilitas Kerja Dan Lingkungan Kerja Non Fisik Terhadap Kinerja Perangkat Desa Kantor Desa Tiru Kidul

Dosen Pembimbing : Dr. Sonny Subroto Maheri I., M.Si
: Umi Nadhiroh, S.E. M.M.
Nama Mahasiswa : Dhuta Noferescha Putra Ayonda
NPM : 19130210267

Abstraksi

Kinerja Karyawan dalam suatu pekerjaan menunjukkan bagaimana seorang karyawan menunjukkan hasil kerjanya, banyak faktor dapat mempengaruhi kinerja karyawan dalam bekerja agar dapat menunjukkan hasil yang optimal. Pada penelitian ini peneliti akan meneliti kinerja pegawai kantor desa dengan motivasi, fasilitas kerja dan lingkungan kerja didalamnya, apakah terdapat pengaruh yang tinggi terhadap kinerja karyawan dalam bekerja. Tujuan penelitian ini adalah untuk mengetahui pengaruh motivasi, fasilitas kerja dan lingkungan kerja non fisik terhadap kinerja keuangan secara persial dan simultan. Penelitian ini menggunakan analisis regresi linier berganda dengan bantuan software SPSS.

Penelitian dilakukan secara kuantitatif dengan mengolah data primer berupa hasil observasi dan kuisioner yang telah disebarkan peneliti. Objek penelitian ialah seluruh pegawai kantor desa sejumlah 30 orang. Sampling diambil dengan Sampling jenuh. Hasil penelitian didapatkan bahwa Motivasi, Fasilitas Kerja dan Lingkungan Kerja non fisik baik secara simultan maupun parsial berhasil menunjukkan pengaruhnya secara positif terhadap kinerja perangkat pada Kantor Desa Tiru Kidul hasil statistika menunjukkan seluruh variabel signifikan dan lolos kriteria uji t serta uji F. Sedangkan untuk pengaruh dominan didapatkan oleh fasilitas kerja dengan menunjukkan hasil beta yang terbesar dari variabel lain dalma penelitian.

Kata kunci : Kinerja Perangkat desa, Motivasi, Fasilitas kerja, Lingkungan kerja non fisik

Research Title: *The Effect Of Motivation, Work Facilities And Non-Physical Work Environment On The Performance Of Village Officials Tiru Kidul Village Office*

Advisor : Dr. Sonny Subroto Maheri I., M.Si
: Umi Nadhiroh, S.E. M.M.
Student Name : Dhuta Noferescha Son Of Ayonda
NPM : 19130210267

Abstraction

Employee performance in a job shows how an employee shows the results of his work, many factors can affect employee performance at work in order to show optimal results. In this study researchers will examine the performance of village office employees with motivation, work facilities and work environment in it, whether there is a high influence on the performance of employees at work. The purpose of this study was to determine the motivation grower, work facilities and non-physical work environment on financial performance persial and simultaneously. This study uses multiple linear regression analysis with the help of SPSS software.

The study was conducted quantitatively by processing the primary data in the form of observations and questionnaires that have been disseminated researchers. The object of research is all employees of the village office of 30 people. Sampling is taken by saturated Sampling. The results showed that Motivation, work facilities and non-physical work environment both simultaneously and partially managed to show a positive effect on the performance of the device at the Tiru Kidul Village Office statistical results showed all significant variables and passed the criteria of the T test and F test. As for the dominant effect obtained by the work facility by showing the largest beta results from other variables in the study.

Keywords: *performance of village officials, Motivation, work facilities, non-physical work environment*