

## ABSTRAK

### LINGKUNGAN, *JOB* DAN *EMPLOYEES AFFECTING EMPLOYEES PERFORMANCE PT. XYZ*

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Tujuan penelitian ini adalah untuk: Menganalisis pengaruh Lingkungan Kerja, *Job* dan *Employee* berpengaruh terhadap Kinerja Karwayan; Menganalisis pengaruh Lingkungan Kerja dan *Job* berpengaruh terhadap *Employee*; dan pengaruh Lingkungan Kerja berpengaruh terhadap *Job*. Teknik pengambilan sampel yang dipakai dalam penelitian ini, yang diperoleh dari populasi penelitian dengan menggunakan metode *purposive sampling*, dengan menyebar 70 kuesioner yang merupakan staf atau karyawan tetap PT XYZ. Teknik analisis data menggunakan *Partial Least Squares Structural Equation Modeling* (PLS-SEM). Berdasarkan hasil analisa data pada bagian sebelumnya, maka dapat ditarik kesimpulan sebagai berikut : Lingkungan Kerja, *Job* dan *Employee* berpengaruh terhadap Kinerja Karyawan. Lingkungan Kerja dan *Job* berpengaruh terhadap *Employee*. Lingkungan Kerja berpengaruh terhadap *Job*. *Employee related factors* memediasi pengaruh lingkungan kerja dan *Job* terhadap Kinerja Karyawan. Berdasarkan apa yang sudah disampaikan diatas, hasil penelitian ini dapat memberikan pengetahuan kepada pembaca dan dapat digunakan oleh perusahaan sebagai bahan pertimbangan sebagai referensi untuk menetapkan kebijakan, mengevaluasi, dan mengontrol sistem manajemen SDM.

**Kata Kunci** : Lingkungan Kerja, Kinerja Karyawan, *Employee*, *Job*.

## **ABSTRACT**

*The aims of this study are to: analyze the influence of Environment-related factors, Job related factors and Employee related factors that affect Employee performance; Analyzing the influence of Environment-related factors and Job related factors affecting Employee related factors; and the influence of Environment-related factors affect Job related factors. This sampling technique used in this study, which was obtained from the research population using the purposive sampling method, by distributing 70 questionnaires which were staff or permanent employees of PT XYZ. The data analysis technique used Partial Least Squares Structural Equation Modeling (PLS-SEM). Based on the results of data analysis in the previous section, the following conclusions can be drawn: Environment-related factors, Job related factors and Employee related factors affect employee performance. Environment-related factors and Job related factors affect Employee related factors. Environment-related factors affect job related factors. Employee related factors mediate the effect of work environment and job on employee performance. Based on what has been said above, the results of this research can provide knowledge to the readers and can be used by companies as consideration material as a reference in setting policies, and controlling the HR management system.*

**Keywords:** *Environment-related factors, Employee performance, Employee related factors, Job related factors.*