

PENGARUH MOTIVASI KERJA, LINGKUNGAN KERJA FISIK DAN KUALITAS KEHIDUPAN KERJA (*QUALITY OF WORK LIFE*) TERHADAP KINERJA PEGAWAI BADAN PENELITIAN DAN PENGEMBANGAN KEMENTERIAN PERTAHANAN

ABSTRAK

Kinerja pegawai dalam Manajemen Sumber Daya Manusia dipengaruhi oleh beberapa faktor, antara lain yaitu motivasi kerja, lingkungan kerja fisik dan kualitas kehidupan kerja. Faktor-faktor tersebut mempunyai pengaruh yang signifikan terhadap kinerja pegawai.

Penelitian ini bertujuan untuk mengetahui adakah pengaruh motivasi kerja, lingkungan kerja fisik dan kualitas kehidupan kerja (*quality of work life*) terhadap kinerja pegawai Badan Penelitian Dan Pengembangan Kementerian Pertahanan. Metode penelitian yang digunakan dalam penelitian ini adalah kuantitatif korelatif, yaitu mengkaji hubungan antar variabel. Teknik pengumpulan data dilakukan dengan daftar pertanyaan dan observasi. Data dianalisis menggunakan regresi dan korelasi, analisis ini dilakukan dengan menggunakan perangkat lunak *Statistical Product and Service Solutions* (SPSS) versi 22.0. Sampel pada penelitian ini adalah pegawai Badan Penelitian dan Pengembangan Kementerian Pertahanan sebanyak 72 orang.

Hasil penelitian menunjukkan Motivasi Kerja berpengaruh signifikan terhadap Kinerja Pegawai dengan koefisien korelasi 0,708 dan koefisien determinasi 0,501; Lingkungan Kerja Fisik berpengaruh signifikan terhadap Kinerja Pegawai dengan koefisien korelasi 0,766 dan koefisien determinasi 0,587; bahwa Kualitas Kehidupan Kerja berpengaruh signifikan terhadap Kinerja Pegawai dengan koefisien korelasi 0,620 dan koefisien determinasi 0,384; dan Motivasi Kerja, Lingkungan Kerja Fisik dan Kualitas Kehidupan Kerja berpengaruh signifikan secara bersama-sama terhadap Kinerja Pegawai koefisien korelasi 0, 620 dan Adjusted R Square 0, 376.

Kata Kunci : Motivasi Kerja, Lingkungan Kerja Fisik, Kualitas Kehidupan Kerja, Kinerja Pegawai

THE INFLUENCE OF MOTIVATION WORK, WORK ENVIRONMENT PHYSICAL AND THE QUALITY OF WORK LIFE (QUALITY OF WORK LIFE THE PERFORMANCE EMPLOYEES RESEARCH AND DEVELOPMENT AGENCY THE DEFENCE MINISTRY

ABSTRACT

The performance employees in the management of human resources influenced by several factors, among other the motivation work, physical working environment and the quality of working life. Those factors has significant influence on the performance of employees research and development ministry of defence.

This research attempts to know is there any influence motivation work, physical working environment and the quality of life work through the performance of employees research and development ministry of defence. The research methodology used in this research was quantitative correlative, which is study the relationship between variable. Technique data collection was carried out with a list of questions and observation. Data analyzed use regression and correlations, this analysis was conducted using software statistical product and service solutions (SPSS) version 22.0. Samples to this research is 72 employees of research and development ministry of defence.

The research showed that the motivation work significant on performance employees with a correlation coefficient 0,708 and coefficients determination 0,501; physical working environment significant on performance employees with a correlation coefficient 0,766 and coefficients determination 0,587; that the quality of life work significant on performance employees with a correlation coefficient 0,620 and coefficients determination 0,384; and motivation work, working environment physical and the quality of work life significant together against the employee performance a correlation coefficient 0, 620 and adjusted r square 0, 376.

Keyword: Motivation work, physical working environment, the quality of life work, performance employees