

***THE EFFECT OF PHYSICAL WORK ENVIRONMENT AND WORK
EXPERIENCE ON WORK PERFORMANCE WITH ACHIEVEMENT
MOTIVATION AS MEDIATING VARIABLE EMPLOYEE OF PT JAKARTA
TOURISINDO UNIT D'ARCICI HOTEL AL HIJRA CEMPAKA PUTIH***

By Seno Jati Prakoso

Abstract

This study is a quantitative study that aims to determine whether there is an influence between physical work environment and work experience on work performance with achievement motivation as mediating variable employee of PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih. The study used a total of 75 respondents, the sampling technique used was saturated sampling technique. The analysis technique used is path analysis and data processing which is carried out through SmartPLS3.0. The results of the test obtained (1) physical work environment has significant effect on work performance of employee of PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih, (2) work experience has significant effect on work performance of employee of PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih, (3) physical work environment has significant effect on achievement motivation of employee of PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih, (4) work experience has significant effect on achievement motivation of employee of PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih, (5) achievement motivation has significant effect on work performance of employee of PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih. As for the indirect significant effect between physical work environment and work experience on work performance through achievement motivation.

Keywords: *Work Performance, Physical work environment, Work Experience dan Achievement Motivation*

**PENGARUH *PHYSICAL WORK ENVIRONMENT* DAN *WORK EXPERIENCE* TERHADAP *WORK PERFORMANCE* MELALUI *ACHIEVEMENT MOTIVATION* SEBAGAI VARIABEL MEDIASI
(Studi kasus pada PT Jakarta Tourisindo Unit d' Arcici Hotel Al Hijra
Cempaka Putih)
Oleh Seno Jati Prakoso**

Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui dan membuktikan pengaruh *physical work environment* dan *work experience* terhadap *work performance* melalui *achievement motivation* sebagai variabel mediasi karyawan PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih. Penelitian menggunakan responden sebanyak 75 orang, teknik pengambilan sampel menggunakan teknik sampling jenuh. Teknik analisis yang digunakan yaitu path analisis dan pengolahan data yang dilakukan melalui *SmartPLS* 3.0. Hasil dari pengujian diperoleh (1) *physical work environment* berpengaruh positif dan signifikan terhadap *work performance* karyawan PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih, (2) *work experience* berpengaruh positif dan signifikan terhadap *work performance* karyawan PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih, (3) *physical work environment* berpengaruh positif dan signifikan terhadap *achievement motivation* karyawan PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih, (4) *work experience* berpengaruh positif dan signifikan terhadap *achievement motivation* karyawan PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih, (5) *achievement motivation* berpengaruh positif dan signifikan terhadap *work performance* karyawan PT Jakarta Tourisindo Unit d'Arcici Hotel Al Hijra Cempaka Putih. Adapun pengaruh positif dan signifikan secara tidak langsung *physical work environment* dan *work experience* terhadap *work performance* melalui *achievement motivation*.

Kata Kunci: *Work Performance, Physical work environment, Work Experience* dan *Achievement Motivation*