

ABSTRAK

Rianisya Wulandari / 2000861201085 / Pengaruh Lingkungan Fisik terhadap Kinerja Pegawai pada Puskesmas Paal Merah 1 Kota Jambi / Pembimbing I: Ubaidillah, S.E., M.M. / Pembimbing II: Rasdi, S.Pd., M.M.

Peran sumber daya manusia sangat penting dan berkontribusi besar dalam mencapai tujuan organisasi, sehingga perlu dikelola dan dipelihara dengan baik. Berbagai faktor dapat memengaruhi kinerja seseorang, salah satunya adalah lingkungan kerja. Lingkungan kerja merupakan aspek yang paling dekat dengan individu dalam melaksanakan tugasnya. Puskesmas memiliki lingkungan fisik yang dirancang khusus untuk menunjang berbagai layanan kesehatan bagi masyarakat, dengan tujuan menciptakan suasana yang nyaman, aman, dan efisien bagi pasien, pegawai, serta pengunjung. Dalam upaya meningkatkan kinerja, Puskesmas Paal Merah 1 Kota Jambi juga mengembangkan program kerja kesehatan masyarakat yang mencakup berbagai kegiatan aspek kesehatan untuk memastikan pelayanan yang efektif dan merata di tingkat masyarakat.

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan fisik terhadap kinerja pegawai pada Puskesmas Paal Merah 1 Kota Jambi. Untuk menjawab tujuan penelitian tersebut, penulis menggunakan kajian teoritis yang berkaitan dengan variabel penelitian, yaitu lingkungan fisik dan kinerja. Selain itu, penulis juga menelaah penelitian-penelitian terdahulu dalam bentuk artikel dan jurnal untuk memperkuat landasan penelitian ini.

Penelitian ini melibatkan 34 responden dengan teknik analisis menggunakan regresi linear sederhana serta pengujian hipotesis melalui uji t. Jenis data yang digunakan adalah deskriptif kuantitatif, yang bertujuan untuk mengetahui sejauh mana pengaruh variabel bebas (lingkungan fisik) terhadap variabel terikat (kinerja pegawai).

Berdasarkan hasil pengolahan data, diperoleh persamaan regresi $Y = 0,495 + 0,624X$, dan hasil uji hipotesis menunjukkan bahwa lingkungan fisik berpengaruh signifikan terhadap kinerja pegawai pada Puskesmas Paal Merah 1 Kota Jambi. Hasil penelitian dan analisis data menunjukkan bahwa kondisi lingkungan fisik di Puskesmas Paal Merah 1 tergolong cukup baik. Lingkungan fisik mampu menjelaskan kinerja pegawai sebesar 7,4%, sedangkan sisanya 92,6% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: Kinerja Pegawai, Lingkungan Fisik

ABSTRACT

RIANISYA WULANDARI/ 2000861201085/ The Influence Of The Physical Environment On Employee Performance At Paal Red Health Center, Jambi City/ Advisor 1ST. UBAIDILLAH, S.E., M.M, 2ND RASDI, S.PD., M.M.

The role of human resources is so important and plays a big role in achieving company goals, making it necessary to properly handle and maintain human resources. Various things can influence a person's performance, the work environment is one of them. The work environment is one of the things closest to a person in carrying out their work. Puskesmas has a physical environment specifically designed to support the various health services provided to the community. aims to create a comfortable, safe and efficient atmosphere for patients, staff and visitors. In carrying out performance improvements, the Paal Merah 1 Community Health Center in Jambi City has also developed a community health work program which includes various health aspect activities to ensure effective and equitable services at the community level. This research basically aims to see the influence of the physical environment on the performance of employees at the Paal Merah 1 Health Center, Jambi City

To answer the research objectives, the author uses theoretical studies related to research variables, namely the physical environment and performance. Apart from that, the author also looked for relevant previous research in the form of previous articles and journals to support this research. This research used 34 respondents with analysis techniques using simple linear regression and hypothesis testing using the t test.

The type of data used in this research is quantitative descriptive, namely to determine the influence of training that can influence performance. Regression aims to test the relationship between the influence of one variable on other variables. The variable that is influenced is called the dependent variable, while the variable that influences is called the independent variable.

From the results of the data processing carried out, the regression results $Y = 0.495 + 0.624$ Meanwhile, from the hypothesis test carried out, it was found that the physical environment affects the performance of employees at the Paal Merah 1 Community Health Center, Jambi City.

The results of the research, data analysis and discussion in this research can be interpreted as indicating that the physical environment regarding the performance of the Paal Merah 1 Community Health Center in Jambi City is considered quite good. The physical environment is able to explain employee performance at the Paal Merah 1 Community Health Center, Jambi City, namely 7.4% and the remaining 92.6% is influenced by other factors not included in this research.

Keywords: Employee Performance, Physical Environmen