

ABSTRACT

Rizka Nurkhalizah/2100861201136/University of Batanghari Jambi/Faculty of Economics/Human Resource Management/The Influence of Physical Work Environment, Communication and Motivation on PT.Taspen (Persero) Jambi Branch Office/First Advisor Hj.Reni Devita, SE, MM/ Second Advisor Khuluqon Azima, SE, MM.

Humans always play an active and dominant role in every organizational activity, because humans become planners, actors, and determinants of the realization of organizational goals. These goals cannot be realized without the active role of employees even though the devices owned by the organization are so sophisticated. No matter how sophisticated the device owned by the organization, it will not provide benefits to the organization, if it is not accompanied by the active role of employees.

The purpose of this study is to determine and analyze the influence of the physical work environment, communication and motivation on PT.Taspen (Persero) Jambi Branch Office.

The types of data used in this study are primary data and secondary data that are quantitative in nature regarding the physical work environment, communication, motivation and performance. The data in this study were obtained from PT.Taspen (Persero) Jambi Branch Office. The sample of this study was employees totaling 32 respondents. The analysis tool used in this study is multiple linear regression analysis.

The results of this study indicate that the variables of physical work environment, communication and motivation have a significant influence on employee performance. Based on the results of the R Square of 0.512 which shows the contribution of the independent variable, namely employee performance, by 51.2% while the remaining 48.8% is explained by other variables not included in this study. In addition, the significance test explains that the F_{count} value obtained is 9.788 while the F_{table} value is 2.95. This means that $F_{count} \geq F_{table}$ with a significance level of 0.000, which means it is far below the threshold of 0.05, indicating that the three independent variables have a strong and significant influence together on the dependent variable Employee Performance.

Based on this research, it is suggested that in order to improve employee performance, companies must pay attention to the work environment, employee communication, and good employee motivation so as not to hinder work.

Keywords: physical work environment, communication and motivation

MOTTO

QS Al-Mujadilah 11

“Niscaya Allah akan meninggikan orang-orang yang beriman di antaramu dan orang-orang yang di beri ilmu pengetahuan beberapa derajat.”

HR Tirmidzi

“Barang siapa keluar mencari sebuah ilmu, maka ia akan berada di jalan Allah hingga ia kembali.”

Malcolm X

“Pendidikan adalah paspor menuju masa depan, karena hari esok milik mereka yang mempersiapkan dirinya hari ini.”

Thomas Edison

“Kesuksesan adalah 1% inspirasi dan 99% kerja keras.”

