

ABSTRAK

Penelitian ini dilatarbelakangi oleh permasalahan kinerja karyawan pada bagian SOTAP NB Divisi Produksi PT. Feng Tay Indonesia Enterprises. Tujuannya adalah untuk menganalisis pengaruh lingkungan kerja dan kompetensi terhadap kepuasan kerja, serta pengaruh ketiganya terhadap kinerja karyawan, baik secara langsung maupun melalui kepuasan kerja sebagai variabel *intervening*. Penelitian ini menggunakan pendekatan kuantitatif dengan metode deskriptif dan verifikatif. Sampel dalam penelitian ini sebanyak 86 responden dipilih menggunakan teknik *probability sampling* dengan *simple random sampling*. Data dikumpulkan melalui kuesioner, wawancara, dan observasi, lalu dianalisis menggunakan *metode of successive interval* (MSI), *path analysis*, koefisien determinasi, dan uji hipotesis dengan bantuan SPSS versi 26.

Hasil penelitian menunjukkan bahwa lingkungan kerja, kompetensi dan kinerja karyawan dalam kategori kurang baik, sedangkan kepuasan kerja dalam kategori baik. Pada struktur I, lingkungan kerja dan kompetensi secara simultan berpengaruh terhadap kepuasan kerja sebesar 49,2%. Secara parsial, kompetensi memberikan pengaruh sebesar 33,6%%, sementara lingkungan kerja memberikan pengaruh sebesar 15,6% %. Pada struktur II, kepuasan kerja, lingkungan kerja dan kompetensi secara parsial berpengaruh terhadap kinerja karyawan dengan kontribusi masing-masing sebesar 32,6%, 15% dan 14,5%. Uji Sobel menunjukkan bahwa kepuasan kerja memediasi secara signifikan hubungan antara lingkungan kerja dan kinerja karyawan dengan pengaruh tidak langsung sebesar 0,115, serta antara kompetensi dan kinerja karyawan dengan pengaruh tidak langsung sebesar 0,221.

Kata Kunci: Lingkungan Kerja, Kompetensi, Kepuasan Kerja, Kinerja Karyawan

ABSTRACT

This research is motivated by employee performance issues in the SOTAP NB section of the Production Division of PT. Feng Tay Indonesia Enterprises. The objective is to analyze the influence of the work environment and competency on job satisfaction, as well as the influence of all three on employee performance, both directly and through job satisfaction as an intervening variable. This research used a quantitative approach with descriptive and verification methods. A sample of 86 respondents was selected using a probability sampling technique with simple random sampling. Data were collected through questionnaires, interviews, and observations, then analyzed using the successive interval (MSI) method, path analysis, the coefficient of determination, and hypothesis testing using SPSS version 26.

The results indicate that the work environment, competency, and employee performance are categorized as poor, while job satisfaction is categorized as good. In structure I, the work environment and competency simultaneously influence job satisfaction by 49.2%. Partially, competency has a 33.6% influence, while the work environment has a 15.6% influence. In structure II, job satisfaction, work environment, and competence partially influence employee performance with contributions of 32.6%, 15%, and 14.5%, respectively. The Sobel test shows that job satisfaction significantly mediates the relationship between the work environment and employee performance with an indirect effect of 0.115, and between competence and employee performance with an indirect effect of 0.221.

Keywords: *Work Environment, Competence, Job Satisfaction, Employee Performance*