

**PENGARUH BEBAN KERJA DAN LINGKUNGAN KERJA NON FISIK  
TERHADAP KINERJA KARYAWAN  
(STUDI PADA PT MERAK JAYA BETON MOJOKERTO)**

**ABSTRAK**

**Oleh :**

Chrisma Nur Fuasih

**Dosen Pembimbing:**

Dr. Abd. Rohim, SE.,M.Si, CRA

Tujuan penelitian ini adalah menjelaskan pengaruh variabel beban kerja dan lingkungan kerja non fisik terhadap kinerja karyawan PT. Merak Jaya Beton Mojokerto. Pengumpulan data dilakukan dengan penyebaran angket, observasi, wawancara, dan dokumentasi. Jenis penelitian verifikatif dengan menggunakan pendekatan kuantitatif serta menggunakan metode explanatory research yang dilaksanakan melalui pengumpulan data dilapangan. Populasi yang dipergunakan yaitu karyawan PT. Merak Jaya Beton Mojokerto bagian produksi yang berjumlah 30 karyawan. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Metode analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji hipotesis melalui uji t. Berdasarkan hasil penelitian menunjukkan bahwa : Beban kerja mampu meningkatkan Kinerja karyawan PT. Merak Jaya Beton Mojokerto dan Lingkungan kerja non fisik mampu meningkatkan Kinerja karyawan PT. Merak Jaya Beton Mojokerto.

**Kata Kunci : Beban Kerja, Lingkungan Kerja Non Fisik, Kinerja Karyawan.**

**THE EFFECT OF WORKLOAD AND NON PHYSICAL WORK  
ENVIRONMENT ON EMPLOYEE PERFORMANCE  
(STUDY AT PT MERAK JAYA BETON MOJOKERTO)**

**ABSTRACT**

**By :**

Chrisma Nur Fuasih

**Supervisors:**

Dr. Abd. Rohim, SE.,M.Si, CRA

The purpose of this study is to explain the effect of workload variables and non-physical work environment on the performance of employees of PT. Merak Jaya Beton Mojokerto. Data was collected by distributing questionnaires, observations, interviews, and documentation. This type of verification research uses a quantitative approach and uses explanatory research methods which are carried out through data collection in the field. The population used are employees of PT. Merak Jaya Beton Mojokerto for the production of 30 employees. The sampling technique used was the saturated sample technique. The data analysis method uses validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis testing through t test. Based on the results of the study indicate that: Workload is able to improve the performance of employees of PT. Merak Jaya Beton Mojokerto and Non-physical work environment can improve the performance of employees of PT. Merak Jaya Beton Mojokerto.

**Keywords : Workload, Non-Physical Work Environment, Employee Performance.**