

## **ABSTRAK**

Tujuan penelitian ini adalah untuk mengetahui pengaruh fasilitas kerja dan lingkungan kerja non fisik terhadap kinerja karyawan pada PT. Teknik Sarana Gardian. Dalam pelaksanaan penelitian ini peneliti memilih Jenis penelitian Kuantitatif. Untuk memperoleh data penulis melakukan wawancara, observasi, dan kuesioner. Berdasarkan hasil analisis secara parsial (uji T) variable Fasilitas kerja berpengaruh signifikan terhadap kinerja karyawan PT. Teknik Sarana Gardian Palembang dengan nilai  $T_{hitung} 2,363 > T_{tabel} 1,677$ . Sedangkan variabel lingkungan kerja non fisik berpengaruh signifikan terhadap kinerja karyawan PT. Teknik Sarana Gardian Palembang dengan nilai  $T_{hitung} 21,428 > T_{tabel} 1,677$ . Hasil analisis secara simultan variable Fasilitas Kerja dan Lingkungan Kerja Non Fisik berpengaruh signifikan terhadap Kinerja Karyawan PT. Teknik Sarana Gardian Palembang dengan nilai  $F_{hitung} 288,98 > F_{tabel} 3,14$ . Hasil penelitian ini juga membuktikan bahwa variabel Kinerja Karyawan dipengaruhi oleh Fasilitas Kerja (X1) dan Lingkungan Kerja Non Fisik (X2) sebesar 89,9%, sedangkan sisanya 10,1% dipengaruhi oleh faktor lain diluar penelitian ini.

**Kata Kunci:** Kinerja Karyawan, Fasilitas Kerja, Lingkungan Kerja

### **ABSTRACT**

*The purpose of this study was to determine the effect of work facilities and non-physical work environment on employee performance at PT. Teknik Sarana Gardian. In carrying out this study the researchers chose the quantitative research type. To obtain data the authors conducted interviews, observations, and questionnaires. Based on the results of the partial analysis (T test) the variable work facilities significantly influence the performance of the employees of PT. Teknik Sarana Gardian Palembang with a value of  $2.363 > T_{table} 1.677$ . While non-physical work environment variables significantly influence the performance of employees of PT. Teknik Sarana Gardian Palembang with a value of  $21.442 > T_{table} 1.677$ . The results of the simultaneous analysis of Work Facilities and Non-Physical Work Environment variables significantly influence the Performance of Employees of PT. Teknik Sarana Gardian Palembang with a calculated F value of  $288.98 > 3.14$  (ftabel). 4. The results of this study also prove that the Employee Performance variable is influenced by Work Facilities (X1) and Non-Physical Work Environment (X2) of 89.9%, while the remaining 10.1% is influenced by other factors outside this study.*

**Keywords:** *Employee Performance, Work Facilities, Work Environment*