

ABSTRAK

Industri kecil menengah (IKM) memiliki andil yang cukup besar dalam membuka lapangan kerja. Salah satu usaha kecil dan menengah yang sedang berkembang di Bantul adalah UKM Martha Kerajinan Kulit di Yogyakarta. Lingkungan kerja di UKM Martha Kerajinan Kulit menentukan hasil produksi. Berdasarkan observasi terdapat sirkulasi udara yang kurang baik dan ruangan produksi yang kurang bersih karena banyaknya sisa produksi yang berserakan di lantai dan tidak dibersihkan. Lingkungan kerja fisik yang mempengaruhi produktifitas pegawai, maka tidak menutup kemungkinan berdampak pada beban kerja seperti terjadinya *stressor* atau situasi dimana pegawai mengalami tekanan serta menurunnya konsentrasi pegawai yang dapat berdampak pada kinerja pegawai. Lingkungan kerja dan beban kerja dapat menentukan kinerja karyawan dalam menyelesaikan produksinya.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi yang dimaksud adalah seluruh karyawan UKM Martha Kerajinan Kulit di Yogyakarta Bantul yang berjumlah 10 orang. Teknik penentuan sampel menggunakan total sampling dengan mengambil seluruh populasi sebagai sampel, sehingga penelitian ini tergolong penelitian populasi. Teknik pengumpulan data primer dilakukan dengan alat kuesioner. Teknik analisis data menggunakan uji regresi ganda yang didahului uji normalitas, multikolinieritas, dan heteroskedastisitas.

Hasil penelitian menunjukkan bahwa: (1) ada pengaruh positif lingkungan kerja terhadap kinerja karyawan UKM Martha Kerajinan Kulit di Yogyakarta dengan harga $t_{hit} = 3,860 > 2,228$ dengan tingkat signifikan (p) = $0,006 < 0,05$. (2) Ada pengaruh positif beban kerja terhadap kinerja karyawan UKM Martha Kerajinan Kulit di Yogyakarta dengan nilai $t_{hit} = 3,492 > 2,228$ dengan tingkat signifikan (p) = $0,010 < 0,05$. (3) Ada pengaruh positif lingkungan kerja dan beban kerja terhadap kinerja karyawan UKM Martha Kerajinan Kulit di Yogyakarta dengan persamaan regresi $Y = 0,503X_1 + 0,342X_2$ dan nilai nilai $F_{reg} = 65,508$ dengan nilai p (signifikansi) sebesar $0,000 < 0,05$.

Kata kunci: lingkungan kerja, beban kerja, kinerja

ABSTRACT

Small and medium industries have a big enough share in opening employment. One of the small and medium-sized businesses developing in Bantul is Martha Leather Craft UKM in Yogyakarta. The work environment at Martha Leather Craft UKM determines the output. Based on observations there were poor air circulation and less clean production rooms due to the large amount of residual production scattered on the floor and not cleaned. The physical work environment that affected employee productivity, it did not rule out the possibility of an impact on workloads such as the occurrence of stressors or situations where employees were experiencing pressure and decreased employee concentration which could have an impact on employee performance. The work environment and workload could determine the performance of employees in completing their production.

This research used a quantitative approach with a survey method. The population of the research was all employees of Martha Leather Craft UKM in Yogyakarta Bantul, amounting to 10 people. The sampling technique used total sampling by taking the entire population as a sample, so this study was classified as population research. The primary data collection technique was done by using a questionnaire. Data analysis techniques used multiple regression test that was preceded by tests of normality, multicollinearity, and heteroscedasticity.

The results showed that: (1) there was a positive influence of the work environment on the performance of Martha Leather Craft UKM employees in Yogyakarta with $t_{obs} = 3.860 > 2.228$ with a significant level $(p) = 0.006 < 0.05$. (2) There was a positive influence of workload on the performance of employees of Martha Leather Craft UKM in Yogyakarta with a value of $t_{obs} = 3.492 > 2.222$ with a significant level $(p) = 0.010 < 0.05$. (3) There was a positive influence of the work environment and work load on the performance of employees of Martha Leather Craft UKM in Yogyakarta with a regression equation $Y = 0.503X_1 + 0.342X_2$ and $F_{reg} = 65.508$ with a p value (significance) of $0.000 < 0.05$.

Keywords: work environment, workload, performance