

ABSTRAK

Sebuah industri tidak akan bisa bertahan jika hasil produksinya terus menurun, PT White Oil Nusantara adalah perusahaan yang bergerak dalam bidang petrochemical telah mengalami penurunan produksi dalam beberapa bulan terakhir, setelah dilakukan pengamatan hal tersebut diakibatkan karena menurunnya kinerja di departemen produksi, karyawan mengeluhkan mengenai lingkungan kerjanya yang tidak baik,serta pendapatan yang kurang sehingga membuat motivasinya menurun.

Untuk mengetahui pengaruh insentif finansial lingkungan kerja, serta motivasinya yang berakibat turunya kinerja, peneliti menggunakan metode path analysis atau analisis jalur dengan bantuan software SPSS for windows ver.18.

Dari hasil penelitian menunjukkan bahwa pengaruh atau kontribusi variabel lingkungan kerja berkontribusi sebanyak 15,2 %, Insentif finansial sebanyak 6,81 %, motivasi sebanyak 5,6 %, dan lingkungan kerja melalui motivasi 2,5 %, serta insentif melalui motivasi sebanyak 4,2%. Sebagai variabel intervening motivasi ternyata tidak terlalu penting mempengaruhi kinerja karena nilai pengaruhnya yang kecil dibandingkan pengaruh langsung variabel insentif finansial dan lingkungan kerja fisik.

Kata kunci : Analisis Jalur, Lingkungan kerja fisik, Insentif finansial, Motivasi, Kinerja.

ABSTRACT

An industry, can not survive if its production continues to decline, PT. White Oil Nusantara is a company engaged in the field of petrochemicals has experienced declining production in recent months, after the observation of it is caused due to a decline in performance in the production department, the employees complained about the work environment which is not good, as well as revenue less so as to make his motivation decreases.

To determine the effect of financial incentives, work environment, as well as the motivations that result in fall of the performance, the researchers used path analysis method with SPSS for windows ver.18.

The results showed that the influence or contribution of the work environment variables contribute as much as 15.2%, financial incentives as much as 6.81%, motivated as much as 5.6%, and work environment through the motivation of 2.5%, as well as through motivational incentives as much as 4, 2%. As an intervening variable was not too important motivation affect performance because of the value that is smaller than the influence of variables directly influence financial incentives and the physical working environment.

Keywords: Path Analysis, the physical working environment, financial incentives, Motivation, Performance.