

## ABSTRAK

Penelitian ini menggunakan pendekatan kuantitatif dengan metode analisis data Regresi Linier Berganda dengan bantuan Aplikasi Program SPSS Versi 20.0 for Windows. Hasil analisis Regresi Linier Berganda  $Y = 0.047 + 0.654$  artinya kinerja karyawan dipengaruhi Lingkungan kerja fisik dan lingkungan kerja non fisik. Dari hasil uji t variabel  $X_1$  nilai sign sebesar 0.762 menunjukkan tidak signifikan dan  $X_2$  nilai sign sebesar 0.000 menunjukkan adanya signifikansi pada variabel ini. Dan secara simultan nilai sign 0.000 artinya adanya pengaruh yang signifikan. Nilai koefisien Determinasi ( $R^2$ ) sebesar 0.411 ini berarti 41.1% kinerja di pengaruh Lingkungan kerja fisik dan lingkungan kerja non fisik dan 58.9% oleh faktor lain. Sehingga dapat ditarik kesimpulan bahwa adanya pengaruh lingkungan kerja fisik dan lingkungan kerja non fisik terhadap kinerja karyawan di Bank Muamalat Indonesia Cabang Pembantu Baubau.

**Kata kunci:** *Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik dan Kinerja karyawan*

## ABSTRACT

This study uses a quantitative approach to data analysis methods Regression with the help of SPSS version 20.0 Application for Windows. Regression analysis results  $Y = 0.047 + 0.654$  means that the performance of employees affected the physical work environment and non-physical work environment. From the results of the t test X1 significance value of 0.762 showed insignificant and X2 significance value of 0.000 indicates the significance of this variable. And simultaneously the value of 0.000 means any sign of significant influence. Coefficient of determination ( $R^2$ ) of 0.411 this means 41.1% performance in work environment influence physical and non-physical work environment and 58.9% by other factors. So it can be concluded that the influence of the physical work environment and non-physical work environment on the performance of employees in Bank Muamalat Indonesia Branch Baubau.

**Keywords:** *Physical Work Environment, Work Environment Non-Physical and employee performance*