

ABSTRACT

**THE EFFECT OF NON PHYSICAL WORK ENVIRONMENT, WORK
BENEFITS AND EMPLOYEE COMMITMENT ON EMPLOYEE
PERFORMANCE**

(A Study of non-medical employees at Jasa Kartini Hospital, Tasikmalaya)

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Guide I: Dedi Rudiana

Guide II: Ane Kurniawati

The objective of this research is to determine and analyze the influence of non-physical work environment, work benefits and employee commitment on the performance of non-medical employees of Jasa Kartini Tasikmalaya Hospital. The method used by the survey method, data obtained directly through questionnaires to 50 respondents taken from non-medical employees of the pharmacy service administration department of Jasa Kartini Tasikmalaya Hospital. Sampling using saturated or census samples. The analysis method used in this study is multiple regression analysis. Based on the results of the study, it is known that the non-physical work environment is included in the very good classification, work benefits are included in the good classification, employee commitment is included in the good classification, performance is included in the good classification. There is positive effect, the non-physical work environment, work benefits and employee commitment on the performance of non-medical employees of Jasa Kartini Tasikmalaya Hospital

Keyword: Non Physical Work Environment, Work Benefit, Employee Commitment, Performance

ABSTRAK

PENGARUH LINGKUNGAN KERJA NON FISIK, TUNJANGAN KERJA DAN KOMITMEN KARYAWAN TERHADAP KINERJA KARYAWAN (Suatu Penelitian Pada Pegawai non Medis Rumah Sakit Jasa Kartini

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh lingkungan kerja non fisik, tunjangan kerja dan komitmen karyawan terhadap kinerja pegawai non medis Rumah Sakit Jasa Kartini Tasikmalaya. Metode yang digunakan metode survey, data yang diperoleh langsung melalui kuesioner kepada 50 responden yang diambil dari pegawai non medis bagian administrasi pelayanan farmasi Rumah Sakit Jasa Kartini Tasikmalaya. Penarikan sampel menggunakan sampel jenuh atau sensus. Metode analisis yang digunakan dalam penelitian ini adalah analisis regresi berganda. Berdasarkan hasil penelitian diketahui bahwa lingkungan kerja non fisik termasuk dalam klasifikasi sangat baik, tunjangan kerja termasuk dalam klasifikasi baik, komitmen karyawan termasuk dalam klasifikasi baik, kinerja termasuk dalam klasifikasi baik. Terdapat pengaruh positif lingkungan kerja non fisik, tunjangan kerja dan komitmen karyawan terhadap kinerja pegawai non medis Rumah Sakit Jasa Kartini Tasikmalaya.

Kata Kunci: Lingkungan Kerja Non Fisik, Tunjangan Kerja, Komitmen Karyawan, Kinerja