

## **ABSTRACT**

***THE INFLUENCE OF INTERPERSONAL SKILLS, EMPLOYEE COMMITMENT AND NON-PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE (A study of employees in the sewing section of PT Sansan Saudaratex Jaya 9 Tasikmalaya)***

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*The purpose of this research is to determine and analyze interpersonal skills, employee commitment, and the non-physical work environment that influence the performance of employees in the sewing section of PT Sansan Saudaratex Jaya 9 Tasikmalaya. The method used is a survey method, data obtained directly through questionnaires to 100 respondents taken from employees of the sewing section of PT Sansan Saudaratex Jaya 9 Tasikmalaya. Sampling used simple random sampling and the analysis method used in this research was path analysis. Based on the research results, it is known that interpersonal skills, employee commitment, non-physical work environment and employee performance are included in the good classification. Based on hypothesis testing, it can be concluded that interpersonal skills, employee commitment and the non-physical work environment influence the performance of employees in the sewing section of PT Sansan Saudaratex Jaya 9 Tasikmalaya. Based on hypothesis testing, interpersonal skills have a significant effect on employee performance, employee commitment has a significant effect on employee performance, non-physical work environment has a significant effect on employee performance.*

*Keywords: interpersonal skills, employee commitment, non-physical work environment, performance.*

**ABSTRAK**  
**PENGARUH KETERAMPILAN INTERPERSONAL,  
KOMITMEN KARYAWAN DAN LINGKUNGAN KERJA  
NON FISIK TERHADAP KINERJA KARYAWAN**  
**(Suatu penelitian pada karyawan bagian *sewing* PT Sansan  
Saudaratex Jaya 9 Tasikmalaya)**

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis keterampilan interpersonal, komitmen karyawan, dan lingkungan kerja non fisik berpengaruh terhadap kinerja karyawan bagian *sewing* PT Sansan Saudaratex Jaya 9 Tasikmalaya. Metode yang digunakan adalah metode survey, data yang diperoleh langsung melalui kuesioner kepada 100 responden yang diambil dari karyawan bagian *sewing* PT Sansan Saudaratex Jaya 9 Tasikmalaya. Penarikan sampel menggunakan simple random sampling dan metode analisis yang digunakan dalam penelitian ini adalah analisis jalur. Berdasarkan hasil penelitian diketahui bahwa keterampilan interpersonal, komitmen karyawan, lingkungan kerja non fisik dan kinerja karyawan termasuk dalam klasifikasi baik. Berdasarkan pengujian hipotesis dapat disimpulkan bahwa keterampilan interpersonal, komitmen karyawan dan lingkungan kerja non fisik berpengaruh terhadap kinerja karyawan bagian *sewing* PT Sansan Saudaratex Jaya 9 Tasikmalaya. Berdasarkan pengujian hipotesis keterampilan interpersonal berpengaruh signifikan terhadap kinerja karyawan, komitmen karyawan berpengaruh signifikan terhadap kinerja karyawan, lingkungan kerja non fisik berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci:keterampilan interpersonal, komitmen karyawan, lingkungan kerja non fisik, kinerja.