

ABSTRAK

Muhammad Ridho Anshari, 190105010546. *Pengaruh Lingkungan Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Kopi 1815*. Skripsi, Program Studi Ekonomi Syariah, Fakultas Ekonomi dan Bisnis Islam, UIN Antasari Banjarmasin, 2026

Kata Kunci : *Lingkungan Kerja, Motivasi Kerja, Kinerja Karyawan*

Bisnis kedai kopi di Kota Banjarmasin berkembang pesat, memperketat persaingan dan menempatkan kualitas sumber daya manusia sebagai faktor kunci keberhasilan. Namun kajian empiris tentang kinerja karyawan di sektor UMKM kuliner, khususnya coffee shop, masih sangat terbatas. Penelitian ini menguji pengaruh lingkungan kerja dan motivasi kerja terhadap kinerja karyawan Kopi 1815 Banjarmasin kedai kopi berskala kecil berbasis *takeaway and delivery*..

Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian eksplanatori (*explanatory research*). Populasi penelitian adalah seluruh karyawan Kopi 1815 Banjarmasin yang berjumlah 28 orang. Teknik pengambilan sampel menggunakan sampling jenuh (*sensus*), sehingga seluruh populasi dijadikan sampel penelitian. Data dikumpulkan melalui kuesioner yang disebarakan kepada seluruh responden. Teknik analisis data yang digunakan adalah regresi linear berganda dengan serangkaian uji asumsi klasik meliputi uji normalitas, uji multikolinearitas, uji heteroskedastisitas, dan uji autokorelasi. Pengolahan data dilakukan menggunakan program SPSS.

Hasil penelitian menunjukkan bahwa secara parsial (uji t), variabel lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai t hitung sebesar $4,017 > t \text{ tabel } 2,059$ dan signifikansi $0,000 < 0,05$. Variabel motivasi kerja juga berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai t hitung sebesar $4,108 > t \text{ tabel } 2,059$ dan signifikansi $0,000 < 0,05$. Secara simultan (uji F), lingkungan kerja dan motivasi kerja bersama-sama berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai F hitung sebesar $17,601 > F \text{ tabel } 3,39$ dan signifikansi $0,000 < 0,05$. Hasil uji koefisien determinasi (R^2) menunjukkan nilai Adjusted R Square sebesar 0,552, yang berarti lingkungan kerja dan motivasi kerja secara bersama-sama mampu menjelaskan variasi kinerja karyawan sebesar 55,2%, sedangkan 44,8% sisanya dipengaruhi oleh faktor lain di luar model penelitian.

ABSTRAC

Muhammad Ridho Anshari, 190105010546. *The Influence of Work Environment and Work Motivation on Employee Performance at Kopi 1815*. Thesis, Islamic Economics Study Program, Faculty of Islamic Economics and Business, UIN Antasari Banjarmasin, 2026

Keywords: *Work Environment, Work Motivation, Employee Performance*

The coffee shop business in Banjarmasin City is growing rapidly, intensifying competition and placing quality human resources as a key success factor. However, empirical studies on employee performance in the culinary MSME sector, particularly coffee shops, are still very limited. This study examines the influence of the work environment and work motivation on employee performance at Kopi 1815 Banjarmasin, a small-scale coffee shop operating a takeaway and delivery business.

This study used a quantitative approach with an explanatory research approach. The study population was all 28 employees of Kopi 1815 Banjarmasin. The sampling technique used was saturated sampling (census sampling), thus the entire population served as the sample. Data were collected through questionnaires distributed to all respondents. The data analysis technique used was multiple linear regression with a series of classical assumption tests, including normality, multicollinearity, heteroscedasticity, and autocorrelation. Data processing was performed using SPSS.

The results of the study indicate that partially (t-test), the work environment variable has a positive and significant effect on employee performance with a calculated t value of $4.017 > t$ table 2.059 and a significance of $0.000 < 0.05$. The work motivation variable also has a positive and significant effect on employee performance with a calculated t value of $4.108 > t$ table 2.059 and a significance of $0.000 < 0.05$. Simultaneously (F test), the work environment and work motivation together have a positive and significant effect on employee performance with a calculated F value of $17.601 > F$ table 3.39 and a significance of $0.000 < 0.05$. The results of the determination coefficient (R^2) test show an Adjusted R Square value of 0.552 , which means that the work environment and work motivation together are able to explain variations in employee performance by 55.2% , while the remaining 44.8% is influenced by other factors outside the research model.