

ABSTRAK

Skripsi dengan judul “Analisis Lingkungan Kerja dan Tata Ruang dalam Meningkatkan Kinerja Karyawan Meubel Permata Wood Desa Kates Kecamatan Kauman Kabupaten Tulungagung” ini ditulis oleh Ratna Marsela, NIM. 12405173059, pembimbing Lativa Hartiningtyas, M. Pd.

Latar belakang penelitian ini didasari dengan melihat banyaknya fenomena bahwa lingkungan kerja dan tata ruang memiliki peran dalam meningkatkan kinerja karyawan. Dalam hal ini kinerja karyawan menjadi penentu keberhasilan suatu perusahaan. Sebab dengan kinerja yang baik akan menghasilkan produk yang baik juga, dengan begitu perusahaan mampu memenuhi permintaan konsumen.

Fokus penelitian ini adalah (1) Bagaimana lingkungan kerja meubel Permata Wood yang ada di Desa Kates? (2) Bagaimana tata ruang meubel Permata Wood yang ada di Desa Kates? (3) Bagaimana kinerja karyawan meubel Permata Wood yang ada di Desa Kates? (4) Bagaimana peran lingkungan kerja dan tata ruang dalam meningkatkan kinerja karyawan di meubel Permata Wood Desa Kates? Adapun tujuan dalam penelitian ini adalah mendeskripsikan lingkungan kerja meubel Permata Wood, mendeskripsikan tata ruang meubel Permata Wood, mengetahui kinerja karyawan meubel Permata Wood, dan mengetahui peran lingkungan kerja dan tata ruang dalam meningkatkan kinerja karyawan meubel Permata Wood.

Penelitian ini merupakan penelitian kualitatif berjenis studi kasus. Sumber data yang digunakan adalah data primer dan sekunder. Proses pengumpulan data menggunakan metode observasi, wawancara, dan dokumentasi tentang peran lingkungan kerja dan tata ruang dalam meningkatkan kinerja karyawan meubel Permata Wood. Teknik analisis data yang digunakan dalam penelitian yaitu reduksi data, data display, penarikan kesimpulan dan verifikasi.

Hasil penelitian ini menunjukkan bahwa (1) Lingkungan kerja meubel Permata Wood sudah baik. Hal ini berdasarkan kelengkapan peralatan, fasilitas kerja, dan hubungan kerja. Namun, meubel perlu memperbaiki peralatannya agar lebih modern dan canggih. (2) Meubel Permata Wood menggunakan jenis tata ruang terbuka. Untuk memberikan kenyamanan, keamanan serta memenuhi kebutuhan, meubel memperhatikan dimensi tata ruang seperti jarak terpendek, rangkaian kerja, penggunaan segenap ruangan dan perubahan susunan tempat kerja. (3) Kinerja karyawan meubel Permata Wood cukup baik, hal ini berdasarkan penilaian konsumen yang memberikan tanggapan positif. Terdapat kriteria khusus untuk menilai kinerja karyawan, seperti kuantitas kerja, kualitas kerja, pengetahuan pekerjaan, dan kualitas personal. Meubel perlu melakukan pelatihan kerja, karena sebagian karyawan masih memerlukan pendampingan dalam bekerja. (4) Lingkungan kerja dan tata ruang meubel Permata Wood memiliki peran penting dalam meningkatkan kinerja karyawan. Karena dengan lingkungan yang baik dan tata ruang yang sesuai dengan kebutuhan maka akan membuat kinerja karyawan meningkat.

Kata kunci : kinerja karyawan, lingkungan kerja, tata ruang

ABSTRACT

The thesis entitled "Analysis of the Work Environment and Spatial Planning in Improving Employee Performance in Permata Wood Furniture, Kates Village, Kauman District, Tulungagung Regency" was written by Ratna Marsela, NIM. 12405173059, supervisor Lativa Hartiningtyas, M. Pd.

The background of this research is based on looking at the many phenomena that the work environment and spatial planning have a role in improving employee performance. In this case, employee performance is a determinant of the success of a company. Because with good performance will produce good products too, so the company is able to meet consumer demand.

The focus of this research is (1) What is the working environment of Permata Wood furniture in Kates Village? (2) What is the layout of the Permata Wood furniture in Kates Village? (3) How is the performance of Permata Wood furniture employees in Kates Village? (4) What is the role of the work environment and spatial planning in improving employee performance at Permata Wood furniture in Kates Village? The objectives of this study are to describe the work environment of Permata Wood furniture, to describe the spatial layout of Permata Wood furniture, to determine the performance of Permata Wood furniture employees, and to know the role of the work environment and spatial planning in improving the performance of Permata Wood furniture employees.

This research is a case study qualitative research. Sources of data used are primary and secondary data. The data collection process uses observation, interviews, and documentation methods about the role of the work environment and spatial planning in improving the performance of Permata Wood furniture employees. Data analysis techniques used in this study are data reduction, data display, conclusion drawing and verification.

The results of this study indicate that (1) Permata Wood's furniture work environment is good. This is based on the completeness of equipment, work facilities, and working relationships. However, furniture needs to update its equipment to be more modern and sophisticated. (2) Permata Wood furniture uses an open layout type. To provide comfort, security and meet needs, Maubel pays attention to spatial dimensions such as the shortest distance, work sequences, use of all rooms and changes in the composition of the workplace. (3) The performance of Permata Wood furniture employees is quite good, this is based on consumer ratings who gave positive responses. There are specific criteria for assessing employee performance, such as quantity of work, quality of work, job knowledge, and personal quality. Furniture needs to conduct job training, because some employees still need assistance in their work. (4) Permata Wood's work environment and furniture layout have an important role in improving employee performance. Because with a good environment and spatial planning according to needs, it will make employee performance increase.

Keywords: employee performance, work environment, spatial planning