

**THE EFFECTS OF WORK ENVIRONMENT, CAREER DEVELOPMENT,
WORK STRESS AND COMPENSATION ON EMPLOYEE PERFORMANCE**
(An Empirical Study at BPKAD and BAPPEDA of Padang City)

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ABSTRACT

This study aims to empirically examine and analyze effects of work environment, career development, work stress and compensation on employee performance. The research is intended for City Financial and Asset Management Agency (BPKAD) and City Development Planning Agency (BAPPEDA) of Padang City. The data is collected through Total Sampling Method. The technique to examine the hypothesis which is used is double linear regression analysis with the assist of SPSS software version 16. The result shows that work environment, career development, and work stress affect employee performance significantly, while compensation does not.

Key words: *Work Environment, Career Development, Work Stress, Compensation, Employee Performance*

**PENGARUH LINGKUNGAN KERJA, PENGEMBANGAN KARIR,
STRES KERJA, DAN KOMPENSASI TERHADAP
KINERJA KARYAWAN**
(Studi Empiris Pada BPKAD dan BAPPEDA Kota Padang)

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ABSTRAK

Penelitian ini bertujuan untuk menguji secara empiris dan menganalisis pengaruh lingkungan kerja, pengembangan karir, stres kerja dan kompensasi terhadap kinerja karyawan. Penelitian dilakukan pada BPKAD dan BAPPEDA Kota Padang. Pengumpulan data dilakukan dengan menggunakan metode Total Sampling. Teknik pengujian hipotesis yang digunakan adalah analisis regresi linear berganda dengan bantuan *software* SPSS versi 16. Hasil penelitian ini menunjukkan bahwa variabel lingkungan kerja, pengembangan karir dan stres kerja berpengaruh signifikan terhadap kinerja karyawan, sedangkan variabel kompensasi tidak berpengaruh terhadap kinerja karyawan.

Kata Kunci: Lingkungan Kerja, Pengembangan Karir, Stres Kerja, Kompensasi, Kinerja Karyawan