

ABSTRAK

Arizza, Vivi Fitroh. 2020. Skripsi. **“Pengaruh Optimalisasi Tata Letak (*layout*) dan Total Quality Management (TQM) Terhadap Kinerja Karyawan Gudang Pada CV. Subri Kons Kota Probolinggo**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian dilakukan di Perusahaan CV. Subri Kons Kota Probolinggo dengan tujuan untuk mengetahui pengaruh optimalisasi tata letak (*layout*) dan *total quality management* (TQM) terhadap kinerja karyawan gudang pada CV. Subri Kons Kota Probolinggo.

Jenis penelitian yang digunakan adalah kuantitatif, dengan pendekatan asosiatif kausal. Populasi yang digunakan dalam penelitian ini adalah seluruh karyawan gudang pada CV. Subri Kons Kota Probolinggo yang berjumlah 39 orang. Teknik *sampling* yang dilakukan dalam penelitian ini adalah *sampling* jenuh. Sumber data dalam penulisan skripsi ini berasal dari data primer. Data dikumpulkan menggunakan kuesioner dan diolah dengan metode analisis data berupa uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, koefisien determinasi (R^2) dan uji hipotesis.

Hasil penelitian menunjukkan bahwa ada pengaruh antara optimalisasi tata letak (*layout*) dan *Total Quality Management* (TQM) dengan nilai $F_{hitung} < F_{tabel}$ (63,209 < 3,26) dan nilai signifikansi $0,000 < 0,05$ maka H_0 ditolak H_a diterima, artinya hipotesis pertama secara simultan variabel optimalisasi *layout* dan *Total Quality Management* berpengaruh signifikansi terhadap kinerja karyawan. Variabel optimalisasi tata letak (*layout*) dan *Total Quality Management* (TQM) berpengaruh terhadap kinerja karyawan dengan nilai $t_{hitung} > t_{tabel}$ dimana variabel tata letak (*layout*) memiliki nilai $t_{hitung} > t_{tabel}$ ($4,182 > 2,028$) dan juga memiliki nilai signifikansi $0,000 < 0,025$. Untuk variabel *total quality management* nilai $t_{hitung} > t_{tabel}$ yaitu ($8,311 > 2,028$) serta memiliki nilai signifikansi $0,000 < 0,025$ maka H_0 ditolak H_a diterima, artinya hipotesis kedua secara parsial variabel optimalisasi *layout* dan *Total Quality Management* berpengaruh signifikansi terhadap kinerja karyawan. Hasil pengujian dengan uji t yang dilakukan peneliti, menunjukkan bahwa variabel *Total Quality Management* (TQM) berpengaruh dominan terhadap kinerja karyawan gudang pada CV. Subri Kon's Kota Probolinggo daripada tata letak (*layout*), hal ini dikarenakan nilai koefisien beta *total quality management* lebih besar yaitu 0,696 sedangkan nilai koefisien beta optimalisasi tata letak (*layout*) lebih kecil yaitu 0,350.

Kata Kunci : Kinerja, Optimalisasi Tata Letak, dan *Total Quality Management*

ABSTRACT

Arizza, Vivi Fitroh. 2020. Thesis. ***The Effect of Layout Optimization and Total Quality Management (TQM) To Performance Employees Warehouse At CV. Subri Kons City Probolinggo.*** Management Study Program, Faculty of Economics, University of Panca Marga Probolinggo.

The research was conducted on he CV. Subri Kons Kota Probolinggo with the aim to determine the effect of optimization of the layout and total quality management (TQM) on the performance of warehouse employees at CV. Subri Kons City Probolinggo.

This type of research used is quantitative , with a causal associative approach. The population used in this study were all warehouse employees at CV. Subri Kons City Probolinggo, amounting to 39 people. The sampling technique used in this research is saturated sampling . The data source in writing this thesis comes from primary data. Data were collected using questionnaires and processed by the method of data analysis in the form of validity, reliability, classic assumption test, multiple linear regression analysis, the coefficient of determination (R^2) and hypothesis testing.

Research results show that there was an influence between the optimization of the layout and Total Quality Management (TQM) with the value of $F_{count} < F_{table}$ ($63,209 < 3,26$) and a significance value of $0,000 < 0.05$, so H_0 was rejected H_a accepted, meaning that the hypothesis First, simultaneously the layout optimization variable and Total Quality Management have a significant effect on employee performance. Variabel optimization of the layout and Total Quality Management (TQM) effect on employee performance with a value of $t_{count} > t_{table}$ where variable layout has a value of $t_{count} > t_{table}$ ($4.182 > 2.028$) and also have the value significance $0.000 < 0.025$. For variable total quality management of the value $t_{count} > t_{table}$ is ($8.311 > 2.028$) and has a significance value of $0.000 < 0.025$ then H_0 rejected H_a accepted, meaning that the hypothesis both are partially variable layout optimization and Total Quality Management affect the significance of the performance of employees. The test results with the t test conducted by the researcher, showed that the Total Quality Management (TQM) variable had a dominant effect on the performance of warehouse employees at CV. Subri Kon's City Probolinggo than the layout, because the value beta coefficient total quality management is greater, namely 0.696 where as beta coefficient optimization of the layout (layout) smaller at 0.350.

Keywords : *Performance, Layout Optimization , and Total Quality Management*