

ABSTRAK
PENGARUH MOTIVASI KERJA, DISIPLIN KERJA DAN LINGKUNGAN
KERJA TERHADAP KINERJA KARYAWAN

**Studi pada karyawan PT Selecta Jaya Abadi,
Tanjung Enim, Sumatera Selatan.**

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Penelitian ini bertujuan untuk mengetahui 1) pengaruh motivasi kerja terhadap kinerja karyawan, 2) pengaruh disiplin kerja terhadap kinerja karyawan, 3) pengaruh lingkungan kerja terhadap kinerja karyawan, 4) pengaruh motivasi kerja, disiplin kerja dan lingkungan kerja terhadap kinerja karyawan pada PT Selecta Jaya Abadi Tanjung Enim. Data diperoleh dengan membagikan kuesioner kepada 36 responden. Teknik pengambilan sampel menggunakan teknik *Sampling jenuh*. Teknik analisis dalam penelitian ini adalah regresi linear berganda, uji asumsi klasik, uji F, uji t dan koefisien determinasi. Hasil penelitian ini menunjukkan bahwa 1) motivasi kerja berpengaruh terhadap kinerja karyawan, 2) disiplin kerja berpengaruh terhadap kinerja karyawan, 3) lingkungan kerja berpengaruh terhadap kinerja karyawan, 4) motivasi kerja, disiplin kerja dan lingkungan kerja berpengaruh bersama-sama terhadap kinerja karyawan.

Kata kunci: motivasi kerja, disiplin kerja, lingkungan kerja, dan kinerja karyawan.

ABSTRACT***THE INFLUENCE OF WORK MOTIVATION, WORK DISCIPLINE AND
WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE***

A Study on Employees of PT Selecta Jaya Abadi,
Tanjung Enim, South Sumatera.

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This study aims to determine 1) the influence of work motivation on employee performance, 2) the influence of work discipline on employee performance, 3) the influence of work environment on employee performance, 4) the simultaneous influence of work motivation, work discipline, and work environment on employee performance. The study was conducted at PT Selecta Jaya Abadi, Tanjung Enim. Data were collected by distributing a questionnaires to 36 respondents. The sampling technique used was saturation sampling. The data analysis technique used in this research was Multiple Linear Regression, classical assumption test, F test, t test and the coefficient of determination.

The results of this research showed that: 1) work motivation influenced employee performance, 2) work discipline influenced employee performance, 3) work environment influenced employee performance, 4) work motivation, work discipline and work environment simultaneously influenced employee performance.

Keywords: work motivation, work discipline, work environment, and employee's performance.

