

**ABSTRAK**

**PENGARUH MOTIVASI KERJA, LINGKUNGAN KERJA, DAN  
DISIPLIN KERJA TERHADAP KINERJA KARYAWAN DI CAFE BRICK**

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Penelitian ini bertujuan untuk mengetahui: 1) pengaruh motivasi kerja, lingkungan kerja, dan disiplin kerja secara simultan terhadap kinerja karyawan, 2) pengaruh motivasi kerja secara parsial terhadap kinerja karyawan, 3) pengaruh lingkungan kerja secara parsial terhadap kinerja karyawan, 4) pengaruh disiplin kerja secara parsial terhadap kinerja karyawan. Penelitian ini merupakan penelitian kuantitatif dengan metode deskriptif dengan menyebarkan kuesioner secara langsung ke karyawan Café Brick. Sampel dalam penelitian ini adalah semua yang bekerja di Café Brick yang berjumlah 50 orang. Teknik pengambilan sampel menggunakan *Non-Probability Sampling* (sampling jenuh). Selanjutnya, data dianalisis menggunakan analisis regresi linier berganda dengan bantuan *software* SPSS versi 25.0. Teknik analisis data dalam penelitian ini menggunakan analisis deskriptif, uji asumsi klasik, analisis regresi linier berganda, uji F, uji t, dan koefisien determinasi ( $R^2$ ). Hasil penelitian menunjukkan: 1) motivasi kerja, lingkungan kerja, dan disiplin kerja secara simultan berpengaruh terhadap kinerja karyawan, 2) motivasi kerja secara parsial berpengaruh terhadap kinerja karyawan, 3) lingkungan kerja secara parsial berpengaruh terhadap kinerja karyawan, 4) disiplin kerja secara parsial berpengaruh terhadap kinerja karyawan.

**Kata kunci:** motivasi kerja, lingkungan kerja, disiplin kerja, kinerja karyawan

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

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This study aims to determine: 1) the effect of work motivation, work environment, and work discipline simultaneously on employee performance, 2) the effect of work motivation partially on employee performance, 3) the effect of work environment partially on employee performance, 4) the effect of discipline partial work on employee performance. This research is a quantitative research with descriptive method by distributing questionnaires directly to Café Brick employees. The sample in this study were all those who worked at Café Brick, totaling 50 people. Sampling technique using *Non-Probability Sampling* (saturated sampling). Next, the data were analyzed using multiple linear regression analysis with the help of *software* SPSS version 25.0. Data analysis techniques in this study used descriptive analysis, classical assumption test, multiple linear regression analysis, F test, t test, and the coefficient of determination (R<sup>2</sup>). The results showed: 1) work motivation, work environment, and work discipline simultaneously affect employee performance, 2) work motivation partially affect employee performance, 3) work environment partially affect employee performance, 4) work discipline partially influence on employee performance.

**Keywords: work motivation, work environment, work discipline, employee performance**

