

ABSTRAK

PENGARUH MOTIVASI, DISIPLIN, DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA PT. PETROKIMIA GRESIK

Nicholas Dima Prasetya
Prodi Manajemen Fakultas Ekonomi
Universitas Sanata Dharma
Yogyakarta
2025

Penelitian ini bertujuan untuk mengetahui: (1) motivasi, disiplin, dan lingkungan kerja secara simultan berpengaruh terhadap kinerja karyawan, (2) motivasi secara parsial berpengaruh terhadap kinerja karyawan, (3) disiplin secara parsial berpengaruh terhadap kinerja karyawan, dan (4) lingkungan kerja secara parsial berpengaruh terhadap kinerja karyawan. Populasi penelitian adalah karyawan departemen sumber daya manusia PT. Petrokimia Gresik dengan jumlah 53 orang. Teknik analisis data yang digunakan adalah regresi linier berganda dengan aplikasi IBM SPSS 25. Hasil penelitian menunjukkan bahwa (1) motivasi, disiplin, dan lingkungan kerja secara simultan berpengaruh terhadap kinerja karyawan, (2) motivasi secara parsial tidak berpengaruh terhadap kinerja karyawan, (3) disiplin secara parsial berpengaruh terhadap kinerja karyawan, dan (4) lingkungan kerja secara parsial berpengaruh terhadap kinerja karyawan.

Kata kunci: Motivasi, Disiplin, Lingkungan Kerja, Kinerja Karyawan

ABSTRACT

THE INFLUENCE OF MOTIVATION, DISCIPLINE, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT. PETROKIMIA GRESIK

Nicholas Dima Prasetya
Management Study Program, Economics Faculty
Sanata Dharma University
Yogyakarta
2025

This study aims to determine: (1) motivation, discipline, and work environment simultaneously affect employee performance, (2) motivation partially affects employee performance, (3) discipline partially affects employee performance, and (4) work environment partially affects employee performance. The research population was employees of the human resources department of PT Petrokimia Gresik with a total of 53 people. The data analysis technique used is multiple linear regression with IBM SPSS 25 application. The results showed that (1) motivation, discipline, and work environment simultaneously affect employee performance, (2) motivation partially has no effect on employee performance, (3) discipline partially affects employee performance, and (4) work environment partially affects employee performance.

Keywords: Motivation, Discipline, Work Environment, Employee Performance