

ABSTRAK

**PENGARUH MOTIVASI KERJA, DISIPLIN KERJA, DAN
LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN
INDOMOBIL NISSAN DATSUN MLATI**

Studi pada Indomobil Nissan Datsun Mlati

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh motivasi kerja, disiplin kerja, dan lingkungan kerja secara simultan terhadap kinerja karyawan Indomobil Nissan Datsun Mlati, (2) pengaruh motivasi kerja secara parsial terhadap kinerja karyawan Indomobil Nissan Datsun Mlati, (3) pengaruh disiplin kerja secara parsial terhadap kinerja karyawan Indomobil Nissan Datsun Mlati, (4) pengaruh lingkungan kerja secara parsial terhadap kinerja karyawan Indomobil Nissan Datsun Mlati. Teknik pengambilan sampel menggunakan sampling jenuh. Data diperoleh dengan membagikan kuesioner tentang motivasi kerja, disiplin kerja, lingkungan kerja, dan kinerja karyawan kepada 33 responden dan penelitian dilakukan pada Februari 2023. Analisis data menggunakan pada penelitian ini yaitu analisis regresi linier berganda, uji F, dan uji t dengan bantuan aplikasi *SPSS*. Hasil dari penelitian ini menunjukkan bahwa: (1) motivasi kerja, disiplin kerja, dan lingkungan kerja secara simultan berpengaruh terhadap kinerja karyawan Indomobil Nissan Datsun Mlati, (2) motivasi kerja berpengaruh secara parsial terhadap kinerja karyawan Indomobil Nissan Datsun Mlati, (3) disiplin kerja berpengaruh secara parsial terhadap kinerja karyawan Indomobil Nissan Datsun Mlati, (4) lingkungan kerja tidak berpengaruh secara parsial terhadap kinerja karyawan Indomobil Nissan Datsun Mlati.

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

ABSTRACT

THE EFFECT OF WORK MOTIVATION, WORK DISCIPLINE, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

INDOMOBIL NISSAN DATSUN MLATI

Study on Indomobil Nissan Datsun Mlati

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This study aims to find out: (1) the effect of work motivation, work discipline, and work environment simultaneously on the performance of Indomobil Nissan Datsun Mlati employees, (2) the effect of partial work motivation on the performance of Indomobil Nissan Datsun Mlati employees, (3) the partial influence of work discipline on the performance of Indomobil Nissan Datsun Mlati employees, (4) the partial influence of the work environment on the performance of Indomobil Nissan Datsun Mlati employees. The sampling technique uses saturated sampling. The data was obtained by distributing questionnaires on work motivation, work discipline, work environment, and employee performance to 33 respondents and the study was conducted in February 2023. Data analysis using this study is multiple linear regression analysis, F test, and t test with the help of SPSS application. The results of this study show that: (1) work motivation, work discipline, and work environment simultaneously affect the performance of Indomobil Nissan Datsun Mlati employees, (2) work motivation has a partial effect on the performance of Indomobil Nissan Datsun Mlati employees, (3) work discipline has a partial effect on the performance of Indomobil Nissan Datsun Mlati employees, (4) the work environment does not have a partial effect on employee performance Indomobil Keywords: Work Motivation, Work Discipline, Work Environment, Employee Performance