

## ABSTRACT

This research was conducted on the employees of PT Sinar Dewi Indah, researchers want to know the factors that affect discipline and limit the factors of job satisfaction, motivation and organizational climate. Sampling using nonprobability techniques is a saturated sample or often called total sampling because the number of employees is 53 people. This research was conducted quantitatively by the method of multiple linear regression analysis, by testing the statistical test t- hypothesis by using SPSS version 25. The results showed that 78.8% of employee discipline was influenced by variables of job satisfaction, motivation and organizational climate, while the remaining 21.2% was influenced by other factors outside this research such as leadership, compensation, work environment, commitment organization. Job satisfaction, motivation and organizational climate together have a significant effect on employee discipline in PT Sinar Dewi Indah. This means that the higher job satisfaction, motivation and organizational climate, the higher the employee discipline.

*Keywords: Job satisfaction, Motivation, Organization Climate and Employee Discipline.*



## ABSTRAK

Penelitian ini dilakukan pada karyawan PT. Sinar Dewi Indah, peneliti ingin mengetahui faktor-faktor yang mempengaruhi kedisiplinan dan membatasi pada faktor Kepuasan kerja, motivasi dan iklim organisasi. Pengambilan sampel menggunakan teknik nonprobability adalah sampel jenuh atau sering disebut total sampling karena jumlah karyawan adalah 53 orang. Penelitian ini dilakukan secara kuantitatif dengan metode analisis regresi linier berganda, dengan menguji hipotesis uji statistik t. dengan alat bantu SPSS versi 25. Hasil penelitian menunjukkan bahwa 78,8% Disiplin karyawan dipengaruhi oleh variabel Kepuasan kerja, Motivasi dan Iklim Organisasi, adapun sisanya 21,2% dipengaruhi oleh faktor lain diluar penelitian ini seperti Kepemimpinan, Kompensasi, Lingkungan kerja, komitmen organisasi. Kepuasan kerja, Motivasi dan Iklim Organisasi secara bersama-sama berpengaruh signifikan terhadap Disiplin karyawan PT. Sinar Dewi Indah. Artinya semakin tinggi Kepuasan kerja, Motivasi dan Iklim Organisasi, maka semakin tinggi pula Disiplin karyawan.

Kata kunci: Kepuasan kerja, Motivasi, Iklim Organisasi dan Disiplin karyawan.

