

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan, disiplin dan lingkungan kerja terhadap kinerja karyawan PT.Kembar Mas. Penelitian ini menggunakan menggunakan pendekatan kuantitatif dengan populasi seluruh karyawan yang berstatus tetap berjumlah 50 orang. Penentuan ukuran sampel menggunakan teknik sampel jenuh. Teknik pengambilan sampel menggunakan instrument penelitian yaitu kuesioner yang dianalisis dengan *Structural Equation Modeling* menggunakan program SmartPLS. Hasil penelitian menunjukkan bahwa variabel pelatihan berpengaruh positif dan tidak signifikan terhadap kinerja karyawan sedangkan disiplin dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT.Kembar Mas.

Kata Kunci: Pelatihan Kerja, Disiplin Kerja, Lingkungan Kerja, Kinerja Karyawan



ABSTRACT

The purpose of this study was to determine the effect of Training, Discipline and Work environment on employees performance of PT.Kembar Mas. This study uses a quantitative approach with the population in this study were all permanent office employees of amount 50 people. Determination of sample size using a saturated sample technique. The sampling technique uses research instruments using questionnaires analyzed by Structural Equation Modeling with a Smart-PLS analysis tool . The result showed that variables training had a positive and not significant effect on employee performance, while the discipline and work environment had a positif and significant effect on employee performance PT.Kembar Mas.

Keywords: Work Training, Work Discipline, Work Environment, Employee Performance



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