

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, motivasi, dan disiplin kerja terhadap kinerja karyawan PT. Tirta Investama DC Cibinong. Populasi dalam penelitian ini adalah seluruh karyawan PT. Tirta Investama DC Cibinong yang berjumlah 50 orang. Teknik pengambilan sampel dalam penelitian ini menggunakan sampling jenuh di mana seluruh anggota populasi dijadikan sampel. Metode pengumpulan data menggunakan metode survei dengan instrumen penelitian menggunakan kuesioner dan teknik analisis data menggunakan perangkat lunak SPSS 25. Hasil penelitian ini membuktikan bahwa lingkungan kerja, motivasi, dan disiplin kerja secara bersama-sama berpengaruh terhadap kinerja karyawan dengan kontribusi lingkungan kerja, motivasi, dan disiplin kerja terhadap kinerja karyawan sebesar 97,1%. Penelitian ini membuktikan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan serta motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, namun disiplin kerja tidak berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci: Lingkungan kerja, Motivasi Disiplin kerja, Kinerja karyawan.



## **ABSTRACT**

*This study aims to determine the effect of work environment, motivation, and work discipline on employee performance of PT. Tirta Investama DC Cibinong. The population in this study were all employees of PT. Tirta Investama DC Cibinong, totaling 50 people. The sampling technique in this study used saturated sampling in which all members of the population were sampled. The data collection method used a survey method with research instruments using questionnaires and data analysis techniques using SPSS 25 software. The results of this study prove that the work environment, motivation, and work discipline simultaneously affect employee performance with the contribution of work environment, motivation, and work discipline on employee performance by 97.1%. This study proves that the work environment has a positive and significant effect on employee performance as well as motivation has a positive and significant effect on employee performance, but work discipline has no significant effect on employee performance.*

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

