

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh motivasi, disiplin kerja dan lingkungan kerja terhadap kinerja karyawan. Penelitian dilakukan dengan menyebarkan kuesioner dengan sampel penelitian berjumlah 100 yang beroperasi secara Working From Office di masa pandemi covid 19. Uji static dilakukan dengan menggunakan Stucturel Equation Modelling berbasis PLS. Uji validitas menggunakan nilai Faktor loading, sedangkan uji reliabilitas menggunakan nilai Cronbach's alpha, realibilitas komposit dan Average Variance Extracted (AVE). Berdasarkan hasil penelitian diperoleh hasil pengujian menunjukkan bahwa nilai koefisien motivasi terhadap kinerja karyawan sebesar 0.361 dan t-statistik 3.912 yang memiliki arti bahwa motivasi memiliki pengaruh positif terhadap kinerja karyawan. Nilai koefisien disiplin kerja terhadap kinerja karyawan sebesar 0.865 dan t-statistik 7.215 yang berarti bahwa disiplin kerja memiliki pengaruh positif terhadap kinerja karyawan dan Nilai koefisien lingkungan kerja terhadap kinerja karyawan sebesar 0.411 dan t-statistik 3.965 yang berarti bahwa lingkungan kerja berpengaruh terhadap kinerja karyawan.

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



ABSTRACT

This study aims to examine the effect of motivation, work discipline and work environment on employee performance. The research was carried out by distributing questionnaires with a total of 100 research samples operating in a Working From Office manner during the Covid 19 pandemic. The static test was carried out using PLS-based Structural Equation Modeling. The validity test uses the loading factor value, while the reliability test uses the Cronbach's alpha value, composite reliability and Average Variance Extracted (AVE). Based on the research results, the test results showed that the value of the motivation coefficient on employee performance was 0.361 and the t-statistic was 3.912, which means that motivation has a positive influence on employee performance. The coefficient value of work discipline on employee performance is 0.865 and the t-statistic is 7.215 which means that work discipline has a positive influence on employee performance and the work environment coefficient value on employee performance is 0.411 and the t-statistic is 3.965 which means that the work environment affects employee performance.

Keywords: Work Motivation, Work Environment, Work Discipline, Employee Performance.

