

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja, motivasi kerja dan disiplin kerja terhadap kinerja karyawan PT. Surya Pertiwi. Tbk Tangerang. Populasi dalam penelitian ini adalah 62 karyawan PT. Surya Pertiwi. Tbk. Sampel yang digunakan adalah sebanyak 62 karyawan. Metode pengumpulan data menggunakan studi pustaka, kuisioner dan wawancara. Metode analisis data menggunakan (Smart-PLS) versi 3.2.9. Hasil penelitian menunjukkan bahwa Lingkungan Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Surya Pertiwi. Tbk. Motivasi Kerja berpengaruh tidak signifikan terhadap kinerja karyawan PT. Surya Pertiwi. Tbk. dan Punishment berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Surya Pertiwi. Tbk.

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



## **ABSTRACT**

*This study aims to analyze the effect of work environment, work motivation and work discipline on the performance of employees of PT. Surya Pertiwi. Tbk Tangerang. The population in this study were 62 employees of PT. Surya Pertiwi. Tbk. The sample used is as many as 62 employees. Methods of data collection using literature study, questionnaires and interviews. Data analysis method using (Smart-PLS) version 3.2.9. The results of the study indicate that the work environment has a positive and significant effect on the performance of employees of PT. Surya Pertiwi. Tbk. Work motivation has no significant effect on the performance of employees of PT. Surya Pertiwi. Tbk. and Punishment has a positive and significant effect on the performance of employees of PT. Surya Pertiwi. Tbk.*

*Keywords: Work Environment, Work Motivation, Work Discipline, and Employee Performance*



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