

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh motivasi, beban kerja, dan lingkungan kerja terhadap kinerja karyawan pada PT Biolaborindo Makmur Sejahtera. Penelitian dilakukan melalui penyebaran kuesioner dan populasi penelitian berasal dari karyawan PT Biolaborindo Makmur Sejahtera dengan jumlah sampel 50 karyawan dengan teknik sampling jenuh. Metode analisis menggunakan pendekatan *Structural Equation Model* (SEM) dengan alat analisis Smart PLS 3.0. Hasil penelitian menunjukkan bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Beban kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci: Motivasi, Beban Kerja, Lingkungan Kerja, Kinerja Karyawan.



ABSTRACT

This study aims to examine and analyze the effect of motivation, workload, and work environment on employee performance at PT Biolaborindo Makmur Sejahtera. The research was conducted by distributing questionnaires and the research population came from employees of PT Biolaborindo Makmur Sejahtera with a population of 50 employees with saturated sampling technique. The analysis method uses a Structural Equation Model (SEM) approach with the Smart PLS 3.0 analysis tool. The results showed that motivation had a positive and significant effect on employee performance. Workload has a positive and significant effect on employee performance. The work environment has a positive and significant effect on employee performance.

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

