

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Lingkungan Kerja, Kepuasan kerja, dan Disiplin kerja Terhadap Kinerja karyawan Pada Divisi Sewing PT. Victory Chingluh Indonesia. Dari penelitian ini variabel independen terdiri dari Lingkungan kerja, Kepuasan kerja, dan Disiplin kerja dan variabel dependennya adalah Kinerja karyawan. Populasi dalam penelitian ini adalah karyawan divisi Sewing pada PT Victory Chingluh Indonesia yang berjumlah 80 karyawan dan sampel yang digunakan adalah 80 orang karyawan pada divisi Sewing PT Victory Chingluh Indonesia. Teknik analisis data yang digunakan dalam penelitian ini meliputi uji outer model (Convergent Validity, Discriminat Validity, Average Variance Extracted, Composite Reability), Uji hipotesis inner model (Nilai R square, Goodness of Fit Model, bootstraping). Data dikumpulkan dengan membagikan kuesioner kepada karyawan dan diolah menggunakan program Smart PLS 3.0. Penelitian ini membuktikan bahwa Lingkungan Kerja berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan. Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan.

Kata Kunci : Lingkungan Kerja, Kepuasan kerja, Disiplin kerja, Kinerja karyawan



ABSTRACT

This study aims to determine the effect of the work environment, Job satisfaction, and work discipline on employee performance in the Sewing Division of PT. Chingluh Indonesia's victory. From this research, the variables consist of Work environment, Job satisfaction, and Work discipline and the dependent variable is employee performance. The population in this study were employees of the Sewing division of PT Victory Chingluh Indonesia who found 80 employees and the sample used was 80 employees of the Sewing division of PT Victory Chingluh Indonesia. Data analysis techniques used in this study include the outer model test (Convergent Validity, Discriminator Validity, Average Variance Extracted, Composite Reability), inner model hypothesis testing (R square value, Goodness of Fit Model, bootstrapping). Data was collected by distributing questionnaires to employees and processed using the Smart PLS 3.0 program. This study proves that the work environment has a positive and insignificant effect on employee performance. Job satisfaction has a positive and significant effect on employee performance. Work Discipline has a positive and significant effect on Employee Performance.

Keywords : Work environment, Job satisfaction, Work discipline, Employee performance



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