# ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh disiplin kerja, komitmen organisasi, motivasi, lingkungan kerja dan kompensasi terhadap kinerja karyawan. Populasi dalam penelitian ini adalah 276 karyawan kontrak bagian kebersihan luar gedung Unit Pengelola Kawasan Monumen Nasional. Sampel yang dipergunakan sebanyak 74 karyawan kontrak, dihitung berdasarkan Rumus Slovin. Metode penarikan sampel menggunakan convenience sampling. Metode pengumpulan data menggunakan metode survey, dengan instrumen penelitian adalah kuesioner menggunakan skala Likert sebagai alat penilaian kuesioner. Metode analisis data menggunakan Component atau Variance Based Structural Equation Model dimana dalam pengolahan datanya menggunakan program Partial Least Square (Smart PLS) versi 3.2.8 PLS. Hasil penelitian ini menunjukan bahwa: (1) Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan (2) Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan. (3) Kompensasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan. (4) Lingkungan kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. (5) Motivasi kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. (6) Motivasi kerja memoderasi pengaruh disiplin kerja terhadap kinerja karyawan dengan arah positif. (7) Motivasi kerja memiliki arah hubungan positif namun tidak signifikan dalam memoderasi pengaruh kompensasi terhadap kinerja karyawan.

**Kata Kunci : Disiplin Kerja, Komitmen Organisasi, Lingkungan Kerja, Kompensasi, Motivasi, Kinerja Karyawan**

# ABSTRACT

This study aims to examine and analyze the effect of work discipline, organizational commitment, work motivation, work environtment, compensation on employee performance. The population in this research is 276 contract employees for the outside cleaning section of the National Monument Area Management Unit. The sample used is 74 contract employees, calculated based on the Slovin formula. The sampling method used was convenience sampling. The data collection method used a survey method, the research instrument was a questionnaire using a Likert scale as a questionnaire assessment tool. The data analysis method uses Component or Variance Based Structural Equation Model where in data processing using Partial Least Square (Smart PLS) version 3.2.8 PLS program. The results of this research show that: (1) Work Discipline has a positive and significant effect on Employee Performance (2) Organizational Commitment has a positive and significant effect on Employee Performance. (3) Compensation has a positive and significant effect on employee performance. (4) The work environment has a positive and significant effect on employee performance. (5) Work motivation has a positive and significant effect on employee performance. (6) Work motivation moderates the influence of work discipline on employee performance in a positive direction. (7) Work motivation has a positive relationship but is not significant in moderating the effect of compensation on employee performance.

*Keywords: Work Discipline, Organizational Commitment, Work Environtment, Compensation, Work Motivatio, Employee performance*