

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin, motivasi kerja dan lingkungan terhadap kinerja karyawan pada PT. Delta Sinkron Lestari. Penelitian ini dilakukan di PT. Delta Sinkron Lestari. Objek penelitian adalah seluruh karyawan PT. Delta Sinkron Lestari. Penelitian ini dilakukan pada 70 karyawan tetap dengan menggunakan pendekatan deskriptif kuantitatif. Penentuan ukuran sampel menggunakan sampel jenuh sehingga seluruh anggota populasi dijadikan sampel sebanyak 70 responden Metode pengumpulan data menggunakan metode survey dengan instrument penelitian adalah kuesioner. Pendekatan yang digunakan dalam penelitian ini adalah *struktural equation model (SEM)* dengan alat analisis Smart PLS. Hasil penelitian ini menunjukkan bahwa disiplin berpengaruh positif dan signifikan terhadap kinerja karyawan. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan

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



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ABSTRACT

This research aims to determine the influence of discipline, work motivation and environment on employee performance at PT. Delta Sinkron Lestari. This research was conducted at PT. Delta Sinkron Lestari. The research objects were all employees of PT. Delta Sinkron Lestari. This research was conducted on 70 permanent employees using a quantitative descriptive approach. The sample size was determined using a saturated sample so that all members of the population were sampled as many as 70 respondents. The data collection method used a survey method with the research instrument being a questionnaire. The approach used in this research is structural equation modeling (SEM) with the Smart PLS analysis tool. The results of this research show that discipline has a positive and significant effect on employee performance. Work motivation has a positive and significant effect on employee performance. The work environment has a positive and significant effect on employee performance

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

