

## ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh motivasi dan lingkungan kerja terhadap kepuasan kerja dan kinerja karyawan di biMBA-AIUEO Surabaya. Penelitian ini dilaksanakan di lembaga bimbingan belajar biMBA-AIUEO di Surabaya.

Populasi dalam penelitian ini diperoleh dengan menggunakan teknik pengambilan sampel yang dilakukan secara acak, pengumpulan data yang menggunakan instrumen penelitian, analisis data bersifat statistik/kuantitatif dengan tujuan untuk menguji hipotesis yang ditetapkan. Sampel yang digunakan dalam penelitian ini sebanyak 68 pengajar pada lembaga bimbingan biMBA-AIUEO di Surabaya. Penelitian ini menggunakan variabel moderasi, maka teknik analisis data menggunakan Metode Analisis Regresi Linier Berganda dengan alat bantu SPSS (*Statistical Product and Service Solutions*).

Hasil uji hipotesis dan pembahasan menunjukkan bahwa motivasi memiliki pengaruh tidak signifikan terhadap kepuasan kerja. Lingkungan kerja memiliki pengaruh signifikan dan positif terhadap kepuasan kerja. Motivasi memiliki pengaruh signifikan dan positif terhadap kinerja. Lingkungan kerja berpengaruh signifikan dan positif terhadap kinerja.

Kata kunci : motivasi, lingkungan kerja, kepuasan kerja dan kinerja karyawan.

## **ABSTRACT**

This research aims to examine the influence of motivation and work environment on performance through the job satisfaction as intervening variable (case study at biMBA-AIUEO learning guidance institution in Surabaya). This research was conducted in biMBA-AIUEO learning guidance institution in Surabaya.

The population in this research is obtained by using random sampling technique, data collection using research instrument and the data analysis is statistical / quantitative with the aim to test the hypothesis specified. The sample that has been used in this research is 68 teachers at the biMBA-AIUEO learning guidance institution in Surabaya. This research uses moderation variable, hence the data analysis technique using Path Analysis method with using help of SPSS (Statistical Product and Service Solutions) tool.

Hypothesis test results and discussion shows that the motivation has a significant and positive influence on the performance. Work environment has a significant and positive influence on performance. Motivation has an insignificant influence on the job satisfaction. Work environment has a significant influence on job satisfaction. The results showed that indirectly job satisfaction has a significant and positive influence on the performance while the job satisfaction has a significant and positive influence on the performance. Therefore, the job satisfaction can mediate the influence of motivation and work environment on performance.

Keywords: Motivation, work environment, performance and job satisfaction.