

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, motivasi kerja, dan disiplin kerja terhadap kinerja karyawan PT. Carsurindo Superintendent. Populasi yang digunakan pada penelitian ini adalah karyawan PT. Carsurindo Superintendent.

Penelitian ini adalah penelitian kuantitatif dengan menggunakan sampling jenuh. Pengumpulan data dilakukan melalui penyebaran kuesioner dengan jumlah sampel sebanyak 50 responden. Teknik analisa yang digunakan dalam penelitian ini adalah teknik analisis regresi linier berganda dengan menggunakan aplikasi SPSS (*Statistical Product and Service Solutions*) versi25.

Hasil penelitian menunjukkan bahwa lingkungan kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan PT. Carsurindo Superintendent, motivasi kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan PT. Carsurindo Superintendent, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Carsurindo Superintendent.

**Kata Kunci :** lingkungan kerja, motivasi kerja, disiplin kerja, kinerja karyawan.

## ABSTRAK

*This research aimed to find out the effect of work environment, work motivation, and work discipline on the employees' performance of PT Carsurindo Superintendent. While the population was employees of PT Carsurindo Superintendent.*

*The research was quantitative research. Moreover, the data collection technique used saturated sampling technique. In line with that, there were 50 respondents of employees as the research sample. Furthermore, the instrument used questionnaires. The questionnaires were distributed to the respondents. Additionally, the data analysis technique used multiple linear regression analysis with SPSS (Statistical Product and Service Solution)25.*

*The research result concluded that the work environment had a positive but insignificant effect on the employees' performance of PT Carsurindo Superintendent. Likewise, work motivation had a positive but insignificant effect on the employees' performance of PT Carsurindo Superintendent. On the other hand, work discipline had a positive and significant effect on the employees' performance of PT Carsurindo Superintendent.*

**Keywords:** *Work Environment, Work Motivation, Work Discipline, Employees' Performance.*



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