

## ABSTRAK

Tujuan penelitian untuk mengetahui dan menganalisis disiplin kerja, motivasi dan lingkungan kerja terhadap kinerja karyawan CV Sumber Makmur Surabaya. Jenis penelitian kuantitatif dengan teknik pengambilan sampel menggunakan teknik sampling jenuh. Populasi yang digunakan karyawan CV Sumber Makmur Surabaya, dengan responden yang berjumlah 50 karyawan. Teknik pengumpulan data menggunakan kuesioner melalui *googleform* pada karyawan CV Sumber Makmur Surabaya. Metode analisis yang digunakan dalam penelitian ini adalah regresi linier berganda dengan alat bantu SPSS (*Statistic Product and Service Solution*). Hasil penelitian menunjukkan bahwa disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada CV Sumber Makmur Surabaya, motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan CV Sumber Makmur Surabaya, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada CV Sumber Makmur Surabaya.

**Kata kunci** : disiplin, motivasi, lingkungan, kinerja karyawan



## ABSTRACT

*This research aimed to find out and analyze work discipline, motivation, and work environment on the employees' performance of CV Sumber Makmur, Surabaya. Moreover, the research was quantitative. Furthermore, the data collection technique used the saturated sampling technique. The population was employees of CV Sumber Makmur, Surabaya; which consisted of 50 people. Additionally, the instrument in the data collection technique used questionnaires. The questionnaires were distributed through google form for employees of CV Sumber Makmur, Surabaya. In addition, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution). The research result concluded that discipline work had a positive and significant effect on the employees' performance of CV Sumber Makmur, Surabaya. Likewise, motivation had a positive and significant effect on the employees' performance of CV Sumber Makmur, Surabaya. Similarly, the work environment had a positive and significant effect on the employees' performance of CV Sumber Makmur, Surabaya.*

**Keywords:** *discipline, motivation, environment, employees' performance*

