

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh komitmen karyawan, disiplin kerja, dan lingkungan kerja terhadap prestasi kerja. Setiap perusahaan ingin maju dan terus berkembang dari waktu ke waktu, salah satu faktor pendukungnya adalah prestasi kerja. Faktor-faktor yang mempengaruhi prestasi kerja adalah komitmen karyawan, disiplin kerja, dan lingkungan kerja.

Jenis penelitian ini adalah penelitian kuantitatif. Teknik pengambilan sample menggunakan metode sensus. Populasi yang digunakan dalam penelitian adalah karyawan PT BFI *Finance* Indonesia Tbk yang berjumlah 100 orang. Teknik analisis data menggunakan regresi linier berganda dengan menggunakan program SPSS.

Hasil penelitian menunjukkan bahwa komitmen karyawan berpengaruh signifikan terhadap prestasi kerja, disiplin kerja berpengaruh signifikan terhadap prestasi kerja, dan lingkungan kerja berpengaruh signifikan terhadap prestasi kerja. Kata Kunci : komitmen karyawan, disiplin kerja, lingkungan kerja, dan prestasi kerja



ABSTRACT

This research aimed to examine the effect of employees' commitment, work discipline, and work environment on employees' work achievement. As each company determined to go forward and develop constantly, one of the supporting factors was employees' work achievement. Therefore, some factors which affected the employees' work achievement were employees' commitment, work discipline, and work environment.

The research was quantitative. Furthermore, the instrument in the data collection technique used census. The population was employees at PT. BFI Finance Indonesia Tbk, which consists of 100 people. Moreover, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution).

The result concluded that employees' commitment had a significant effect on the employees' work achievement at PT. BFI Finance Indonesia Tbk. Likewise, work discipline had a significant effect on work achievement at PT. BFI Finance Indonesia Tbk. Similarly, the work environment had a significant effect on work achievement at PT. BFI Finance Indonesia Tbk.

Keywords: *Employees' Commitment, Work Discipline, Work Environment, Work Achievement*



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31/8/22

M. Faisal, S.Pd., M.Pd

STIESIA Langgung Center
Menur Pumpungan 30 Surabaya 60118, Indonesia

