

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, motivasi kerja dan disiplin kerja terhadap kinerja karyawan PT. Jasa Marga (Persero), Tbk cabang Surabaya-Gempol.

Populasi yang digunakan dalam penelitian ini adalah karyawan PT. Jasa Marga (Persero), Tbk cabang Surabaya-Gempol berjumlah 62 karyawan. Teknik pengambilan sampel dalam penelitian ini menggunakan metode Teknik Sampel Jenuh. Pengumpulan data dilakukan dengan menyebarkan kuisioner kepada karyawan PT. Jasa Marga (Persero), Tbk cabang Surabaya-Gempol. Teknik analisa yang digunakan dalam penelitian ini adalah teknik analisis regresi linier berganda.

Hasil dari pengujian menunjukkan bahwa lingkungan kerja, motivasi kerja dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan PT. Jasa Marga (Persero), Tbk cabang Surabaya-Gempol.

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



ABSTRACT

This research aimed to find out the effect of work environment, work motivation, and work discipline on employees' performance of PT. Jasa Marga (Persero), Tbk Surabaya-Gempol branch.

The research population was employees of PT. Jasa Marga (Persero), Tbk Surabaya-Gempol branch which consist of 62 people. Moreover, the data collection technique used saturated sampling. Furthermore, the instrument in data collection technique used questionnaires. The questionnaires were distributed to the employees of PT. Jasa Marga (Persero), Tbk Surabaya-Gempol branch as the sample. Additionally, the data analysis technique used multiple linear regression analysis.

Based on the research result, it concluded that work environment, work motivation, and work discipline had a significant effect on employees' performance of PT. Jasa Marga (Persero), Tbk Surabaya-Gempol branch.

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



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