

## ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh disiplin kerja dan lingkungan kerja terhadap produktivitas kerja karyawan dengan motivasi sebagai variabel *intervening* pada Kantor DPRD Provinsi Jawa Timur.

Jenis penelitian ini menggunakan metode penelitian deskriptif dengan teknik analisis secara kuantitatif. Proses pengambilan sampel menggunakan metode *nonprobability sampling*. Sehingga diperoleh sejumlah 50 sampel penelitian dengan teknik pengumpulan data menggunakan kuesioner. Teknik analisis data yang digunakan dalam penelitian ini adalah *Partial Least Square* (PLS) dengan alat bantu aplikasi SmartPLS 3.0.

Hasil penelitian menunjukkan bahwa disiplin kerja berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan, lingkungan kerja berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan, disiplin kerja berpengaruh positif dan signifikan terhadap motivasi, lingkungan kerja berpengaruh positif dan signifikan terhadap motivasi, motivasi berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan. Hasil pengujian selanjutnya menunjukkan bahwa disiplin kerja dan lingkungan kerja berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan dengan motivasi sebagai variabel *intervening* pada Kantor DPRD Provinsi Jawa Timur. Kondisi ini dapat disimpulkan bahwa disiplin kerja dan lingkungan kerja berpengaruh signifikan secara tidak langsung yang dimediasi oleh motivasi.

**Kata kunci:** disiplin kerja, lingkungan kerja, produktivitas kerja karyawan, motivasi

## **ABSTRACT**

*This research aimed to examine the effect of work discipline and work environment on employees' productivity with motivation as the intervening variable at DPRD office of East Java Province.*

*The research was descriptive-quantitative. Furthermore, the data collection technique used a non-probability sampling. In line with that, there were 50 samples. The instrument in the data collection technique used questionnaires. Moreover, the data analysis technique used Partial Least Square (PLS) with the instrument of SmartPLS 3.0.*

*The research result showed that work discipline had a positive and significant effect on employees' productivity. Likewise, work environment had a positive and significant effect on employees' productivity. Additionally, work discipline had a positive and significant effect on motivation. Similarly, work environment had a positive and significant effect on motivation. In addition, motivation had a positive and significant effect on employees' productivity. The following research result concluded that both work discipline and work environment had a positive and significant effect on employees' productivity with motivation as the intervening variable at DPRD office of East Java Province. In other words, work discipline, as well as work environment, had indirectly significant effects which were mediated by motivation.*

**Keywords:** *Work Discipline, Work Environment, Employee's Productivity, Motivation*



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