

ABSTRAK

Penelitian bertujuan untuk menguji pengaruh disiplin kerja, lingkungan kerja, komunikasi, komitmen organisasi, dan pelatihan kerja terhadap kinerja karyawan. Sebagai studi kasus adalah karyawan PT. Cahya Yudha Niagatama Surabaya.

Jenis penelitian yang digunakan adalah penelitian kuantitatif dengan teknik pengumpulan *sampling jenuh*. Populasi yang digunakan adalah seluruh karyawan pada PT. Cahya Yudha Niagatama Surabaya sebanyak 57 orang karyawan. Pengumpulan data yang dilakukan dengan menyebarkan kuesioner kepada responden. Teknik analisis yang digunakan dalam penelitian ini menggunakan teknik analisis regresi linier berganda.

Hasil dari pengujian menunjukkan bahwa disiplin kerja, lingkungan kerja, komunikasi, komitmen organisasi, dan pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dimana komunikasi adalah faktor yang dominan pengaruhnya terhadap kinerja karyawan.

Kata kunci: Disiplin kerja, Lingkungan kerja, Komunikasi, Komitmen organisasi, Pelatihan kerja, Kinerja Karyawan.

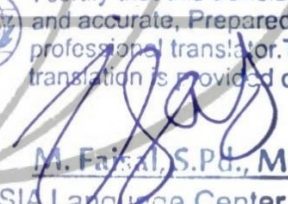
ABSTRACT

This research aimed to examine the effect of work discipline, work environment, communication, organizational commitment, and work training on employees' performance. Furthermore, the population was employees at PT. Cahya Yudha Niagatama Surabaya.

The research was quantitative. Moreover, the data collection technique used saturated sampling. Additionally, the sample was all employees at PT. Cahya Yudha Niagatama Surabaya consisted of 57 people. Additionally, the instrument in the data collection technique used questionnaires. The questionnaires were distributed to the respondents. Additionally, the data analysis technique used multiple linear regression.

The result concluded that work discipline significantly positively affected employees' performance at PT. Cahya Yudha Niagatama Surabaya. Likewise, the work environment significantly positively affected employees' performance at PT. Cahya Yudha Niagatama Surabaya. Similarly, communication significantly positively affected employees' performance at PT. Cahya Yudha Niagatama Surabaya. Also, both organizational commitment and work training significantly positively affected employees' performance at PT. Cahya Yudha Niagatama Surabaya. From those variables, communication was the most dominant factor.

Keywords: *Work Discipline, Work Environment, Communication, Organizational Commitment, Work Training, Employees' Performance*

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