

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, *burnout* kerja, dan lingkungan kerja, terhadap kinerja karyawan di rumah potong hewan surya Surabaya. Populasi yang digunakan pada penelitian ini adalah karyawan rumah potong hewan surya Surabaya.

Jenis penelitian yang digunakan adalah penelitian kuantitatif dengan menggunakan teknik pengambilan yaitu *simple random sampling*. Pengumpulan data dilakukan melalui penyebaran kuisioner dengan jumlah sampel sebanyak 67 responden. Teknik analisa yang digunakan dalam penelitian ini adalah teknik analisis regresi linier berganda dengan menggunakan aplikasi SPSS (*Statistical Product and Service Solution*) versi 26.

Berdasarkan hasil uji hipotesis uji asumsi klasik tidak ditemukan variabel yang menyimpang. Hasil penelitian menunjukkan bahwa disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan rumah potong hewan surya Surabaya, *burnout* kerja berpengaruh negatif dan signifikan terhadap kinerja karyawan rumah potong hewan surya Surabaya, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan rumah potong hewan surya Surabaya.

Kata Kunci: disiplin kerja, *burnout* kerja, lingkungan kerja

ABSTRACT

This research aimed to find out the effect of work discipline, work burnout, and work environment on the employees' performance at Surya slaughterhouse Surabaya. The research population was employees at Surya slaughterhouse Surabaya.

The research was quantitative with the research collection technique using simple random sampling. Moreover, the instrument of the data collection technique used questionnaires. The questionnaires were distributed to 67 respondents who fulfilled the criteria as the sample. Furthermore, the data analysis technique used multiple linear regression analysis with the SPSS application (Statistical Product and Service Solution) 26 version.

Based on the hypothesis test and classical assumption test, there was no deviated variable. Additionally, the result showed that work discipline had a positive and significant effect on the employees' performance at Surya slaughterhouse Surabaya. However, work burnout had a negative and significant effect on the employees' performance at Surya slaughterhouse Surabaya. In contrast, the work environment had a positive and significant effect on the employees' performance at Surya slaughterhouse Surabaya.

Keywords: *Work Discipline, Work Burnout, Work Environment*

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