

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja, lingkungan kerja, dan kepuasan kerja terhadap kinerja karyawan PT Uni Big Store Indonesia.

Jenis penelitian ini menggunakan metode penelitian deskriptif dengan teknik analisis secara kuantitatif. Metode untuk pengumpulan data yang digunakan adalah primer dengan menggunakan kuesioner. Teknik pengambilan sampel yang digunakan dalam penelitian ini yaitu menggunakan metode sampel jenuh yang merupakan pengambilan sampel dengan menggunakan seluruh populasi karyawan PT. Uni Big Store Indonesia sejumlah 94 responden. Model analisis data yang digunakan adalah analisis regresi linear berganda dengan bantuan program SPSS versi 26.

Hasil penelitian ini dapat menunjukkan bahwa motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dan juga kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci: motivasi kerja, lingkungan kerja, kepuasan kerja.


ABSTRACT

This research aimed to analyze the effect of work motivation, work environment, and work satisfaction on employees' performance at PT. Uni Big Store Indonesia.

The research was descriptive-quantitative. Moreover, the data were primary. The data collection technique used saturated sampling, in which all members of the population were the sample. The instrument in the data collection technique used questionnaires. The questionnaires were distributed to respondents. In line with that, there were 94 respondents as the sample. Furthermore, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution) 26 version.

The result concluded that work motivation had a positive and significant effect on employees' performance at PT. Uni Big Store Indonesia. Likewise, the work environment had a positive and significant effect on employees' performance at PT. Uni Big Store Indonesia. Similarly, work satisfaction had a positive and significant effect on employees' performance at PT. Uni Big Store Indonesia.

Keywords: *Work Motivation, Work Environment, Work Satisfaction*



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