

ABSTRAK

Kinerja sangat mempengaruhi kualitas dari suatu perusahaan, dimana kinerja menentukan tingkat keberhasilan dari jalannya suatu perusahaan dari tahun ke tahun yang dihasilkan oleh sumber daya manusia yang dimiliki perusahaan sesuai standar kerja yang telah ditetapkan.

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, disiplin kerja, dan kepuasan kerja terhadap kinerja karyawan PT. Pelindo (Persero) Sub Regional Head Jawa. Populasi dalam penelitian ini dilakukan pada karyawan PT. Pelindo (Persero) Sub Regional Head Jawa. Sampel yang diambil sebanyak 73 responden dari divisi SDM & Umum. Jenis penelitian ini adalah kuantitatif. Jenis data yang digunakan adalah data primer, teknik pengambilan sampel menggunakan teknik non probability sampling, artinya sampel yang digunakan yaitu sampel jenuh.

Metode analisa yang digunakan dalam penelitian ini menggunakan analisa regresi linier berganda. Berdasarkan hasil penelitian ini menunjukkan bahwa Lingkungan Kerja (LK) memiliki pengaruh negatif dan tidak signifikan, artinya tidak ada pengaruh dan tidak bermakna terhadap Kinerja Karyawan (KK). Disiplin Kerja (DK) dan Kepuasan Kerja (KP) memiliki pengaruh positif dan signifikan, artinya berpengaruh dan bermakna terhadap Kinerja Karyawan (KK).

Dapat disimpulkan dari hasil penelitian ini Disiplin Kerja dan Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Jika disiplin kerja dan kepuasan kerja terus ditingkatkan maka kinerja karyawan meningkat. Harapannya Pimimpin PT. Pelindo (Persero) Sub Regional Head Jawa terus meningkatkan disiplin kerja dan kepuasan kerja kepada karyawan serta memberikan perhatian khusus bagi karyawannya.

Kata kunci : lingkungan kerja, disiplin kerja, kepuasan kerja, kinerja karyawan.

ABSTRACT

Performance greatly affects the company's quality, which it determines the success level from time to time that is influenced by human resources suit with the work standardization.

The research aimed to find out the effect of work environment, work discipline, and work satisfaction on the employees' performance of PT. Pelindo (Persero) Sub Regional Head of Java. Moreover, the population was employees of PT. Pelindo (Persero) Sub Regional Head of Java. The data were primary, Furthermore, the data collection technique used non-probability sampling and saturated sampling as the sampling technique. In line with that, there were 73 respondents from the General and Human Resources division as the sample.

The data analysis technique used multiple linear regression. Additionally, the result indicated that the work environment had a negative and insignificant effect on employees' performance. It meant, the environment did not affect and was not meaningful. However, both work discipline and work satisfaction had a positive and significant effect on employees' performance, In other words, they affected the performance and were meaningful.

In conclusion, work discipline as well as satisfaction had a positive and significant effect on the employees' performance. The more work discipline and satisfaction were increased, the more employees' performance would improve. In suggestion, the manager of PT. Pelindo (Persero) Sub Regional Head of Java maintained increasing the work discipline and satisfaction of the employees and gave special attention to them.

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



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