

ABSTRAK

Sumber daya manusia merupakan aset yang krusial dan harus dikembangkan kualitasnya, karena sumber daya manusia menjadi faktor yang mendorong perusahaan itu berkembang.

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, disiplin kerja, dan motivasi kerja terhadap kinerja karyawan PT. Wangta Agung Surabaya. Populasi dalam penelitian ini dilakukan pada karyawan PT. Wangta Agung Surabaya. Sampel yang diambil sebanyak 40 responden dari divisi research and development (R&D). 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 dengan bantuan program SPSS versi 27. Berdasarkan hasil penelitian ini menunjukkan bahwa Lingkungan Kerja (LK) dan Motivasi Kerja (MK) memiliki pengaruh positif dan signifikan, artinya berpengaruh dan bermakna terhadap kinerja karyawan (KK). Disiplin Kerja (DK) memiliki pengaruh positif dan tidak signifikan, artinya Disiplin Kerja berpengaruh terhadap kinerja karyawan (KK) tetapi tidak memiliki makna.

Maka dari hasil penelitian ini, Jika lingkungan kerja, disiplin kerja, dan motivasi kerja terus ditingkatkan maka akan berpengaruh terhadap kinerja karyawan. Harapannya pimpinan PT. Wangta Agung Surabaya dapat menyediakan lingkungan kerja yang sesuai, menerapkan aturan kedisiplinan, serta memberikan motivasi untuk karyawan divisi R&D.

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

ABSTRACT

Human resources are a crucial asset. Their quality must be developed since they are the factors that drive the company to develop.

This research aimed to find out the effect of work environment, work discipline, and work motivation on the employees' performance at PT. Wangta Agung Surabaya. Moreover, the population was employees of PT. Wangta Agung Surabaya. The research was quantitative. The data were primary. Furthermore, the data collection technique used non-probability sampling, i.e. saturated sampling. In line with that, there were 40 respondents from the research division and development (R&D) as the sample.

The data analysis technique used multiple linear regression with the instrument of the SPSS program 27 version. Additionally, the result showed that both work environment and work motivation had a positive and significant effect on the employees' performance. It meant the effect of both of them were effective and meaningful. However, work discipline had a positive but insignificant effect on the employees' performance. This meant that work discipline affected the employees' performance but was not meaningful.

In addition, work environment, work discipline, and work motivation should be improved to affect the employees' performance. The management of PT. Wangta Agung Surabaya was expected to be able to provide a comfortable work environment, implement the discipline role, and also give motivation to employees of the R&D division.

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



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