

ABSTRAK

PT Sinar Biru Cemerlang, perusahaan penyedia tenaga kerja, mengalami peningkatan signifikan kasus keterlambatan karyawan dari bulan ke bulan. Penelitian ini bertujuan untuk menganalisis penyebab utama keterlambatan tersebut. Berdasarkan studi literatur, faktor internal seperti motivasi dan disiplin kerja, serta faktor eksternal seperti lingkungan kerja, diduga menjadi penyebab utama masalah ini. Peningkatan keterlambatan berpotensi menurunkan produktivitas karyawan dan kinerja perusahaan secara keseluruhan.

Jenis penelitian yang digunakan yaitu penelitian deskriptif kuantitatif. Populasi dalam penelitian ini adalah karyawan kantor PT Sinar Biru Cemerlang sejumlah seratus dua puluh karyawan. Teknik pengambilan sampel yang digunakan yaitu menggunakan teknik *simple random sampling* dan menggunakan rumus slovin, sehingga didapatkan sampel sejumlah lima puluh lima responden. Pengumpulan data dalam penelitian ini dengan penyebaran kuesioner yang disebarikan kepada responden melalui online (*gform*). Teknik analisis data yang digunakan dalam penelitian ini adalah analisis regresi linear berganda dengan alat bantu *software* pengolahan data SPSS versi 26.

Hasil penelitian menunjukkan bahwa Motivasi kerja, Disiplin kerja dan Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT Sinar Biru Cemerlang.

Kata Kunci : Motivasi kerja, Disiplin kerja, Lingkungan kerja, Kinerja karyawan

ABSTRACT

PT Sinar Biru Cemerlang is a labor supply company that has experienced a significant increase in cases of employee tardiness from month to month. This research aims to analyze the main causes of the delay. Based on the literature study, internal factors such as motivation and work discipline, as well as external factors such as work environment, are expected to be the main cause of this problem. The increased tardiness has the potential to reduce employee productivity and overall company performance.

The research is descriptive-quantitative. Furthermore, the population consists of 102 employees at PT Sinar Biru Cemerlang. The data collection technique used simple random sampling technique and Slovin formula. In line with that, there were 55 respondents as the sample. Moreover, the instrument in data collection was a questionnaire. The questionnaires were distributed to the respondents through online (G-form). In addition, The data analysis technique used multiple linear regressions with SPSS 26 version.

The result shows that work motivation, work discipline, and work environment have a positive and significant effect on the employees' performance at PT Sinar Biru Cemerlang.

Keywords: *work motivation, work discipline, work environment, and employees' performance.*



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