

## ABSTRAK

Penelitian ini berjudul Pengaruh Motivasi Kerja, Disiplin Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Indomobil Finance Cabang Malang. Penelitian ini bertujuan untuk mengetahui pengaruh variabel bebas motivasi kerja, disiplin kerja dan lingkungan kerja terhadap variabel terikat kinerja karyawan pada PT. Indomobil Finance cabang Malang. Penelitian ini merupakan penelitian deskriptif kuantitatif dengan jumlah populasi yaitu seluruh karyawan PT. Indomobil Finance cabang Malang yang berjumlah 33 orang. Penentuan jumlah sampel menggunakan teknik sampling jenuh yaitu seluruh karyawan PT. Indomobil Finance cabang Malang sebanyak 33 orang dijadikan sampel penelitian. Alat uji yang digunakan adalah teknik analisis regresi linier berganda dengan bantuan program SPSS *for windows version* 21.0. Analisis instrumen penelitian adalah uji validitas, uji reliabilitas, uji asumsi klasik menggunakan uji normalitas, multikolinieritas, heteroskedastisitas, uji hipotesis dan koefisien determinasi. Berdasarkan analisis regresi linier berganda diperoleh persamaan  $Y = 3,991 + 0,335X_1 + 0,437X_2 + 0,004X_3$ . Dari hasil uji hipotesis menggunakan uji t menunjukkan bahwa : (1). Motivasi kerja berpengaruh signifikan terhadap kinerja karyawan pada PT. Indomobil Finance cabang Malang dengan nilai  $t_{hitung} > t_{tabel}$  ( $2,225 > 2,045$ ) dan nilai signifikansi ( $0,032 < 0,05$ ). (2). Disiplin kerja berpengaruh signifikan terhadap kinerja karyawan pada PT. Indomobil Finance cabang Malang dengan nilai  $t_{hitung} > t_{tabel}$  ( $2,091 > 2,045$ ) dan nilai signifikansi ( $0,045 < 0,05$ ). (3). Lingkungan kerja berpengaruh tidak signifikan terhadap kinerja karyawan pada PT. Indomobil Finance cabang Malang dengan nilai  $t_{hitung} < t_{tabel}$  ( $0,019 < 2,045$ ) dan nilai signifikansi ( $0,985 > 0,05$ ). Dari hasil uji hipotesis menggunakan uji F menunjukkan bahwa motivasi kerja, disiplin kerja dan lingkungan kerja secara simultan berpengaruh signifikan terhadap kinerja karyawan pada PT. Indomobil Finance cabang Malang dengan nilai  $F_{hitung} > F_{tabel}$  ( $18,055 > 2,93$ ) dan nilai signifikansi ( $0,000 < 0,05$ ).

**Kata Kunci : Motivasi Kerja, Disiplin Kerja, Lingkungan Kerja dan Kinerja Karyawan** ix

## ABSTRACT

The title of this research is The Effect of Work Motivation, Work Discipline and Work Environment on Employee Performance of PT. Indomobil Finance branch of Malang. This research aims to determine the effect of the independent variables (work motivation, work discipline and work environment) on dependent variable (employee performance) at PT. Indomobil Finance branch of Malang. This research is a quantitative descriptive with a total population is all employees at PT. Indomobil Finance branch of Malang that 33 people. Determination of the number of samples using saturated sampling technique that is all employees of PT. Indomobil Finance branch of Malang as many as 33 people used as research samples. The test equipment used was multiple linear regression analysis techniques using SPSS program for windows version 21.0. Analysis of the research instrument is the validity test, reliability test, the classic assumption test using the normality test, multicollinearity, heteroscedasticity, hypothesis testing and coefficient of determination. Based on multiple linear regression analysis obtained by the equation  $Y = 3.991 + 0.335X_1 + 0.437X_2 + 0.004X_3$ . From the results of hypothesis testing using the t test shows that : (1). Work motivation has a significant effect on employee performance at PT. Indomobil Finance branch of Malang with  $t_{value} > t_{table}$  ( $2.225 > 2.045$ ) and significance value ( $0.032 < 0.05$ ). (2). Work discipline has a significant effect on employee performance at PT. Indomobil Finance branch of Malang with  $t_{value} > t_{table}$  ( $2.091 > 2.045$ ) and significance value ( $0.045 < 0.05$ ). (3). The work environment has no significant effect on employee performance at PT. Indomobil Finance branch of Malang with  $t_{value} < t_{table}$  ( $0.019 < 2.045$ ) and significance value ( $0.985 > 0.05$ ). From the results of hypothesis testing using the F test shows that work motivation, work discipline and work environment simultaneously have a significant effect on employee performance at PT. Indomobil Finance branch of Malang with a value of  $F_{value} > F_{table}$  ( $18.055 > 2.93$ ) and a significance value ( $0.000 < 0.05$ ).

**Keywords : Work Motivation, Work Discipline, Work Environment and Employee Performance**