

ABSTRAK

Tujuan dari penelitian ini adalah mengetahui pengaruh motivasi terhadap kinerja karyawan, mengetahui pengaruh disiplin kerja terhadap kinerja karyawan, mengetahui pengaruh lingkungan kerja terhadap kinerja karyawan pada unit pada unit *Airport Rescue And Fire Fighting Section (ARFFS)* Bandar Udara Juanda Surabaya. Penelitian ini dilaksanakan pada bulan Oktober-Desember 2019 di Unit *Airport Rescue and Fire Fighting Section (ARFFS)* Bandar Udara Juanda, yang beralamatkan di Jalan Ir. Haji Juanda Sedati, Sidoarjo. Digunakan metode wawancara yang dengan karyawan pada unit ARFFS sebanyak 50 responden. Terdapat variabel-variabel pada penelitian ini anantara lain variabel dependen yaitu Kinerja Karyawan dan variabel independen berupa Motivasi Kerja, Disiplin Kerja dan Lingkungan Kerja. Data hasil wawancara yang sudah didapatkan kemudian ditabulasikan ke dalam Ms. *Excel*, dianalisis dan diakumulasikan menggunakan analisis berupa grafik persentase dan Skala *Likert*. Agar data yang diperoleh dengan kuesioner dapat valid dan reliabel maka perlu dilakukan uji validitas dan reliabilitas kuesioner terhadap butir-butir pernyataan sehingga dapat diketahui layak tidaknya untuk pengumpulan data. Uji tersebut diantaranya menggunakan uji normalitas *one sample kolmogorov-smirnov* dan Uji regresi linier berganda yang dibantu oleh program SPSS 16.0. Hasil penelitian menunjukkan bahwa Motivasi Kerja, Kinerja Karyawan, dan lingkungan Kerja sangat berpengaruh positif dengan Kinerja Karyawan. Hal ini dibuktikan dengan nilai R-Square pada masing-masing variabel independen secara berurutan yaitu motivasi kerja 93,9%, disiplin kerja 97,6% dan lingkungan kerja 96,6%. Maka apabila motivasi kerja, disiplin kerja dan lingkungan kerja ditingkatkan, akan berpengaruh terhadap peningkatan kinerja karyawan.

Kata kunci : *Airport Rescue And Fire Fighting Section (ARFFS)*, *disiplin kerja*, *kinerja karyawan*, *lingkungan kerja*, *motivasi kerja*

ABSTRACT

The aim of this research was to determine the effect of work motivation on employee performance, to determine the effect of work discipline on employee performance, determine the effect of work environment on employee performance at the Airport Rescue and Fire Fighting Section (ARFFS) Unit at Juanda International Airport, Surabaya. This research was conducted in October-December 2019 at the Airport Rescue and Fire Fighting Section (ARFFS) Unit at Juanda International Airport, which addressed at Jalan Ir. Haji Juanda Sedati, Sidoarjo. The interview method was used with 50 respondents in the ARFFS unit. There are variables in this study among other dependent variables is Employee Performance and independent variables in this research are Work Motivation, Work Discipline and Work Environment. Data from the interviews that have been obtained are then tabulated into Ms. Excel, analyzed and accumulated using analysis in the form of a percentage graph and a Likert Scale. So that the data obtained by the questionnaire can be valid and reliable, it is necessary to test the validity and reliability of the questionnaire on the items of the statement so that it can be known whether or not feasible for data collection. These tests include the One Sample Kolmogorov-Smirnov to Normality Test and the Multiple Linear Regression Test assisted by the SPSS 16.0 program. The results showed that Work Motivation, Employee Performance, and Work environment were very positive influences on Employee Performance. This is evidenced by the value of R-Square on each of the independent variables in sequence, 93.9% work motivation, 97.6% work discipline and 96.6% work environment. So if work motivation, work discipline and work environment are improved, it will affect employee performance improvement.

Keywords: *Airport Rescue And Fire Fighting Section (ARFFS), employee performance, work discipline, work environment, work motivation*