

## ABSTRAK

Manajemen Sumber Daya Manusia adalah ilmu dan seni mengatur hubungan dan peranan tenaga kerja agar efektif dan efisien membantu terwujudnya tujuan perusahaan, karyawan dan masyarakat. Penelitian ini membahas Pengaruh Motivasi, Disiplin Kerja, Dan Lingkungan Kerja Terhadap Kinerja Karyawan UPT PAL Di Kabupaten Gresik. Sampel ini berjumlah 28 responden. Penelitian ini menggunakan Pendekatan Kuantitatif dan teknik yang digunakan *Sampling Jenuh*. Pengumpulan Data dilakukan melalui penyebaran kuisioner dan analisis regresi linier berganda, uji validitas, uji reliabilitas. Alat uji yang digunakan untuk mengolah data menggunakan software SPSS versi 21. Hasil uji validitas semua item valid, uji reliabilitas semua item reliable, uji asumsi klasik yang terdiri dari uji multikolinieritas tidak ada multikolinieritas antar variabel bebas atau *independent* dalam model regres, uji normalitas berdistribusi normal, uji heterokedasitas hasilnya tidak terjadi heterokedasitas, diperoleh nilai koefisien regresi variable motivasi terhadap kinerja uji  $t_{hitung} 2.134$  signifikan  $0.043 < 0.05$ , yang artinya adanya pengaruh signifikan variabel motivasi terhadap kinerja karyawan. Untuk variabel disiplin kerja terhadap kinerja karyawan uji  $t_{hitung} 5.806$  signifikan  $0.000 < 0.05$ , yang artinya adanya pengaruh signifikan variabel disiplin kerja terhadap kinerja karyawan. Selain itu variabel lingkungan kerja terhadap kinerja karyawan uji  $t_{hitung} 1.116$  signifikan  $0.276 > 0.05$ , yang artinya bahwa tidak adanya pengaruh signifikan variabel lingkungan kerja terhadap kinerja karyawan. Untuk variabel independen yang terdiri dari motivasi, disiplin kerja, lingkungan kerja dan variabel dependent adalah kinerja karyawan. Hasil penelitian ini menunjukkan bahwa motivasi, disiplin kerja dan lingkungan kerja sangatlah berpengaruh positif terhadap kinerja karyawan.

**Keywords : Motivasi, Disiplin Kerja, Lingkungan Kerja, Kinerja Karyawan**

## ABSTRACT

*Human Resource Management is the science and art of regulating the relationship and role of the employee in order to be effective and efficient in helping the realization of company, employee and community goals. This study discussed about the effect of Motivation, Work Discipline, Work Environment toward Employee Performance of UPT PAL in Gresik Regency. The sample of this study was 28 respondents. This study used quantitative and techniques used saturation sampling. Data collection in this study was carried out through questionnaires and multiple linear regression analysis, validity, reliability testing. Test equipment used to process data using SPSS software version 21. The results of the validity and reliability test of all items were valid and reliably. In addition, the result of the classic assumption test which consists of multicollinearity test were no multicollinearity between independent variables in the regression model, normality distribution test is normal, heteroskedastic test results were not heteroskedastic. The result of variable motivation in t-test performance was 2.134 significant  $0.43 < 0.05$ , which means that there was significant effect of motivation variables on employee performance. For the work discipline variable on employee performance,  $t_{value}$  was 5.806 significant  $0.000 < 0.05$ , which means that there was significant effect of the work discipline variable on employee performance. Moreover, the result of variable work environment on the performance of work,  $t_{value}$  was 1.116 significant  $0.276 > 0.05$ , which means there was no significant effect of the work environment variable on employee performance. For independent variable consist of motivation, work discipline, work environment and the dependent variable is employee performance. The results of this study proved that motivation, work discipline and work environment improve positively on employee performance.*

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

