ABSTRAK

Penelitian ini membahas tentang pengaruh lingkungan kerja, motivasi, dan disiplin kerja terhadap kepuasan kerja dan kinerja karyawan PT. Kereta Api Indonesia Daop 8 Surabaya. Penelitian ini dikategorikan sebagai jenis penelitian *explanatory research* dengan desain penelitian menggunakan pendekatan kausal komparatif. Populasi yang digunakan dalam penelitian ini adalah karyawan PT. Kereta Api Indonesia DAOP 8 Surabaya sebanyak 150 orang. Pada pengambilan sampel, penulis mengambil sampel sebanyak 60 orang. Metode analisis data dalam penelitian ini menggunakan analisis jalur berbasis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa: (1) Lingkungan kerja berpengaruh signfikan terhadap kepuasan kerja karyawan di PT. Kereta Api Indonesia DAOP 8 Surabaya. (2) Motivasi berpengaruh signfikan terhadap kepuasan kerja karyawan di PT. Kereta Api Indonesia DAOP 8 Surabaya. (3) Disiplin berpengaruh signfikan terhadap kepuasan kerja karyawan di PT. Kereta Api Indonesia DAOP 8 Surabaya. (5) Lingkungan kerja berpengaruh signfikan terhadap kinerja karyawan di PT. Kereta Api Indonesia DAOP 8 Surabaya. (6) Motivasi berpengaruh signfikan terhadap kinerja karyawan di PT. Kereta Api Indonesia DAOP 8 Surabaya. (7) Disiplin berpengaruh signfikan terhadap kinerja karyawan di PT. Kereta Api Indonesia DAOP 8 Surabaya. (8) Kepuasan kerja berpengaruh signfikan terhadap kinerja karyawan di PT. Kereta Api Indonesia DAOP 8 Surabaya.

Kata kunci: Lingkungan kerja, Motivasi, Disiplin Kerja, Kepuasan Kerja, Kinerja

ABSTRACT

This study discusses the influence of the work environment, motivation, and work discipline on job satisfaction and employee performance of PT. Daop 8 Indonesia Railway Surabaya. This research is categorized as an explanatory research type with a research design using a comparative causal approach. The population used in this study were employees of PT. Indonesian Railways DAOP 8 Surabaya as many as 150 people. In sampling, the authors took a sample of 60 people. The method of data analysis in this study uses path analysis based on multiple linear regression. The results of this study indicate that: (1) The work environment has a significant effect on employee job satisfaction at PT. Indonesian Railroad DAOP 8 Surabaya. (2) Motivation has a significant effect on employee job satisfaction at PT. Indonesian Railroad DAOP 8 Surabaya. (3) Discipline has a significant effect on employee job satisfaction at PT. Indonesian Railroad DAOP 8 Surabaya. (5) The work environment has a significant effect on the performance of employees at PT. Indonesian Railroad DAOP 8 Surabaya. (6) Motivation has a significant effect on the performance of employees at PT. Indonesian Railroad DAOP 8 Surabaya. (7) Discipline has a significant effect on the performance of employees at PT. Indonesian Railroad DAOP 8 Surabaya. (8) Job satisfaction has a significant effect on the performance of employees at PT. Indonesian Railroad DAOP 8 Surabaya

Keywords: Work environment, Motivation, Work Discipline, Job Satisfaction, Performance