

## ABSTRAK

Dalam penelitian ini mempunyai tujuan untuk mengetahui pengaruh lingkungan kerja terhadap kinerja karyawan PT. TRIAS PERSADA ENGINEERING, pengaruh motivasi pekerja terhadap kinerja karyawan PT. TRIAS PERSADA ENGINEERING, pengaruh disiplin kerja terhadap kinerja karyawan PT. TRIAS PERSADA ENGINEERING, dan pengaruh lingkungan kerja, motivasi pekerja dan disiplin kerja terhadap kinerja karyawan PT. TRIAS PERSADA ENGINEERING.

Dasar metode penelitian menggunakan jenis penelitian kuantitatif. Pengumpulan data dalam penelitian ini dilakukan dengan cara mengadakan riset lapangan yaitu kegiatan penelitian dengan tujuan langsung ke obyek penelitian dengan cara kuisioner. Data primer penelitian ini, responden yaitu karyawan PT. TRIAS PERSADA ENGINEERING. penelitian ini, skala pengukuran variabel-variabel penelitian menggunakan Skala *Likert* digunakan untuk mengukur sikap, pendapat, dan persepsi seseorang atau sekelompok orang tentang fenomena sosial.

Hasil penelitian menunjukkan bahwa b hasil perhitungan uji simultan bahwa nilai F hitung sebesar 877.941 dan nilai signifikansi sebesar 0.000b. Nilai F hitung (877.941) yang lebih besar dari F tabel (2,72) dan Sig F (0.000b) yang lebih kecil dari 5% (0.05) menunjukkan bahwa H1 diterima dan H0 ditolak yang berarti bahwa secara bersama-sama variabel Disiplin Lingkungan Kerja (X1), Motivasi Pekerja (X2) dan Disiplin Kerja (X3) berpengaruh secara simultan terhadap variabel Kinerja Karyawan (Y) pada PT.TRIAS PERSADA ENGINEERING, sehingga model regresi dapat dipakai untuk memprediksi

pengaruh ketiga variabel yang telah dikemukakan diatas secara bersama-sama. Hal ini dapat diartikan bahwa jika Lingkungan Kerja (X1), Motivasi Pekerja (X2), dan Disiplin Kerja (X3) semakin baik maka Kinerja Karyawan (Y) akan semakin baik juga, sebaliknya jika Lingkungan Kerja (X1), Motivasi Pekerja (X2), dan Disiplin Kerja (X3) semakin kurang baik maka Kinerja Karyawan (Y) akan semakin kurang baik juga. Pengaruh variabel motivasi secara parsial berpengaruh negatif tetapi tidak signifikan terhadap variabel kinerja karyawan. Pengaruh variabel kompetensi secara parsial berpengaruh positif dan signifikan terhadap variabel kinerja karyawan. Pengaruh variabel lingkungan kerja secara parsial berpengaruh secara positif tetapi tidak signifikan terhadap variabel kinerja karyawan. Secara serempak motivasi, kompetensi, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai PDAM Tirta Tamiang Kabupaten Aceh Tamiang.

**Kata Kunci : Kinerja karyawan, Motivasi Kerja, Lingkungan Kerja, Disiplin Kerja**

## **ABSTRACT**

This study aims to determine the effect of the work environment on the performance of employees of PT. TRIAS PERSADA ENGINEERING, the influence of employee motivation on employee performance at PT. TRIAS PERSADA ENGINEERING, the influence of work discipline on the performance of employees of PT. TRIAS PERSADA ENGINEERING, and the influence of work environment, worker motivation and work discipline on employee performance at PT. TRIAS PERSADA ENGINEERING.

The basic research method uses quantitative research types. Data collection in this study was carried out by conducting field research, namely research activities with the aim of directing the research object by means of a questionnaire. Primary data of this research, respondents are employees of PT. TRIAS PERSADA ENGINEERING. In this study, the scale of measurement of research variables using a Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena.

The results of the study show that b the results of the simultaneous test calculation show that the calculated F value is 877,941 and the significance value is 0.000b. The calculated F value (877,941) which is greater than F table (2.72) and Sig F (0.000b) which is smaller than 5% (0.05) indicates that H1 is accepted and H0 is rejected, which means that together the Environmental Discipline variable Work (X1), Worker Motivation (X2) and Work Discipline (X3) simultaneously influence the Employee Performance (Y)

variable at PT. TRIAS PERSADA ENGINEERING, so that the regression model can be used to predict the effect of the three variables that have been stated above together- same.

This means that if the Work Environment (X1), Worker Motivation (X2), and Work Discipline (X3) are getting better, the Employee Performance (Y) will be better too, conversely if the Work Environment (X1), Worker Motivation (X2) , and Work Discipline (X3) is getting less good, the Employee Performance (Y) will be less good too. The influence of motivation variables partially has a negative but not significant effect on employee performance variables. The influence of competency variables partially has a positive and significant effect on employee performance variables. The influence of work environment variables partially has a positive but not significant effect on employee performance variables. Simultaneously, motivation, competence, and work environment have a positive and significant effect on the employee performance of PDAM Tirta Tamiang Aceh Tamiang Regency.

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

