

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh disiplin kerja, lingkungan kerja dan motivasi kerja terhadap kinerja karyawan (studi kasus Bank Woori Saudara Cabang Surabaya). Jenis penelitian yang digunakan dalam penelitian ini adalah kuantitatif. Metode pengumpulan data dilakukan melalui kuesioner yang disebarakan kepada karyawan Bank Woori Saudara Cabang Surabaya. Sampel yang diambil sebanyak 35 responden. Analisis data dalam penelitian ini meliputi uji validitas, uji reliabilitas, uji statistic melalui uji t, uji F serta koefisien determinan (R^2) dan uji asumsi klasik. Analisis data dibantu dengan menggunakan *IBM SPSS Statistics 20*. Hasil penelitian ini menunjukkan bahwa : (1) Disiplin Kerja berpengaruh signifikan terhadap kinerja karyawan Bank Woori Saudara Cabang Surabaya, (2) Lingkungan Kerja berpengaruh signifikan terhadap kinerja karyawan Bank Woori Saudara Cabang Surabaya, (3) Motivasi Kerja berpengaruh signifikan terhadap kinerja karyawan Bank Woori Saudara Cabang Surabaya, (4) Disiplin Kerja, Lingkungan Kerja, Motivasi Kerja berpengaruh secara bersama-sama (simultan) terhadap kinerja karyawan Bank Woori Saudara Cabang Surabaya, (5) Motivasi Kerja adalah variabel paling dominan yang mempengaruhi kinerja karyawan Bank Woori Saudara Cabang Surabaya.

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

ABSTRACT

The purpose of this study was to determine the effect of work discipline, work environment and work motivation on employee performance (case study of Bank Woori Saudara Surabaya Branch). This type of research used in this research is quantitative. The data collection method was carried out through a questionnaire distributed to the employees of Bank Woori Saudara, Surabaya branch. The samples taken were 35 respondents. The data analysis in this study includes validity test, reliability test, statistical test through t test, F test and determinant coefficient (R²) and classical assumption test. Data analysis was assisted by using IBM SPSS Statistics 20. The results of this study indicate that: (1) Work discipline has a significant effect on the employee performance of Bank Woori Saudara Surabaya Branch, (2) Work Environment has a significant effect on the employee performance of Bank Woori Saudara Surabaya Branch, (3)) Work motivation has a significant effect on the performance of employees of Bank Woori Saudara Surabaya Branch, (4) Work Discipline, Work Environment, Work Motivation simultaneously influence the employee performance of Bank Woori Saudara Surabaya Branch, (5) Work Motivation is the most variable. dominant influencing the employee performance of Bank Woori Saudara Surabaya branch.

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