

## ABSTRAK

Penelitian ini membahas tentang pengaruh lingkungan kerja terhadap kinerja yang dimediasi oleh disiplin kerja karyawan pada PT. Royal Abadi Sejahtera Surabaya. Penelitian ini menggunakan pendekatan kausal komparatif. Populasi dalam penelitian ini adalah karyawan pada PT. Royal Abadi Sejahtera Cabang Surabaya yang berjumlah 220 orang. Teknik pengambilan sampel menggunakan teknik *proportionale stratified random sampling*. Sampel dalam penelitian sebanyak 25% populasi karena lebih dari 100 orang sejumlah 55 orang. Metode analisis penelitian ini menggunakan pendekatan *Structural Equation Modelling* (SEM) berbasis *Partial Least Squares* (PLS). Hasil penelitian ini menunjukkan bahwa lingkungan kerja memiliki pengaruh yang signifikan terhadap kinerja karyawan, lingkungan kerja memiliki pengaruh yang signifikan terhadap disiplin kerja karyawan, disiplin kerja memiliki pengaruh yang signifikan terhadap kinerja karyawan, dan lingkungan kerja memiliki pengaruh yang signifikan terhadap kinerja melalui disiplin kerja karyawan.

**Kata kunci: Lingkungan Kerja, Disiplin Kerja, Kinerja**

## **ABSTRACT**

*This study discusses the effect of the work environment on performance mediated by the work discipline of employees at PT. Royal Abadi Sejahtera Surabaya Branch. This study uses a comparative causal approach. The population in this study were employees at PT. Royal Abadi Sejahtera Surabaya Branch, totaling 220 people. The sampling technique used proportionale stratified random sampling technique. The sample in the study was 25% of the population because there were more than 100 people as many as 55 people. The method of analysis of this study uses a Structural Equation Modeling (SEM) approach based on Partial Least Squares (PLS). The results of this study indicate that the work environment has a significant influence on employee performance, the work environment has a significant influence on employee work discipline, work discipline has a significant influence on employee performance, and the work environment has a significant influence on performance through employee work discipline.*

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