ABSTRAK

Penelitian ini berjudul **Pengaruh Motivasi, Disiplin, Tanggung Jawab Dan Lingkungan Kerja Terhadap Prestasi Kerja Karyawan CV. Usaha Berkah Kalimantan.**

Menurut Tabel 4.16, t hitung sebesar 2,176. Karena nilai t hitung > t tabel (2,176 > 2,056) maka Ho ditolak. Dan probabilitas signifikan (0,039) < α (0,05). Artinya motivasi secara parsial berpengaruh signifikan terhadap prestasi kerja karyawan.

Menurut Tabel 4.16, t hitung sebesar 2,104. Karena nilai t hitung > t tabel (2,104 > 2,056) maka Ho ditolak. Dan probabilitas signifikan (0,045) < α (0,05). Artinya disiplin secara parsial berpengaruh signifikan terhadap prestasi kerja karyawan.

Menurut Tabel 4.16, t hitung sebesar 3,082. Karena nilai t hitung > t tabel (3,082 > 2,056) maka Ho ditolak. Dan probabilitas signifikan (0,005) < α (0,05). Artinya tanggung jawab secara parsial berpengaruh signifikan terhadap prestasi kerja karyawan.

Menurut Tabel 4.16, t hitung sebesar 2,369. Karena nilai t hitung > t tabel (2,369 > 2,056) maka Ho ditolak. Dan probabilitas signifikan (0,001) < α (0,05). Artinya lingkungan kerja secara parsial berpengaruh signifikan terhadap prestasi kerja karyawan

Dan diantara variabel bebas yang paling dominan berpengaruh terhadap variabel terikat. Melalui hasil output *Standardized Coefficients* pada tabel 4.16 bahwa motivasi bernilai sebesar 0,199 , disiplin bernilai 0,195 , tanggung jawab bernilai 0,513 dan lingkungan kerja bernilai 0,404. Dari tabel 4.16 diketahui bahwa variabel yang paling dominan pengaruhnya adalah variabel Tanggung Jawab (X3) yaitu memiliki kontribusi sebesar 51.30%

Kata kunci : *Motivasi, Disiplin Kerja, Tanggung Jawab, Lingkungan Kerja dan Prestasi Kerja*

ABSTRACT

This study entitled **The Effect of Motivation, Discipline, Responsibility and Work Environment on Employee Work Achievement of CV. Usaha Kalimantan.**

According to Table 4.16, t count is 2.176. Because the value of t count > t table (2,176> 2,056) then Ho is rejected. And significant probability (0.039) < α (0.05). This means that motivation partially has a significant effect on employee work performance .

According to Table 4.16, t count is 2.104. Because the value of t count> t table (2,104> 2,056) then Ho is rejected. And significant probability (0.045) <α (0.05). This means that partial discipline has a significant effect on employee work performance.

According to Table 4.16, t count is 3.082. Because the value of t count> t table (3.082> 2.056) then Ho is rejected. And significant probability (0.005) <α (0.05). This means that responsibility partially has a significant effect on employee work performance.

According to Table 4.16, t count is 2.369. Because the value of t count> t table (2,369> 2,056) then Ho is rejected. And significant probability (0.001) <α (0.05). This means that the work environment partially has a significant effect on employee work performance.

And among the most dominant independent variables affect the dependent variable. Through the results of the Standardized Coefficients output in table 4.16 that motivation is worth 0.199, discipline is worth 0.195, responsibility is 0.513 and work environment is worth 0.404. From table 4.16 it is known that the most dominant variable is the Responsibility variable (X3) which has a contribution of 51.30%

Key Word : Motivation, Work Discipline, Responsibility, Work Environment and Work Achievement .