

ABSTRAK

Penelitian ini bertujuan untuk mengetahui (1) pengaruh lingkungan kerja terhadap kepuasan kerja (2) pengaruh motivasi terhadap kepuasan kerja (3) pengaruh lingkungan kerja terhadap kinerja karyawan (4) pengaruh motivasi terhadap kinerja karyawan (5) pengaruh kepuasan kerja terhadap kinerja karyawan (6) pengaruh lingkungan kerja terhadap kinerja karyawan melalui kepuasan kerja (7) pengaruh motivasi terhadap kinerja karyawan melalui kepuasan kerja. Penelitian ini menggunakan pendekatan kuantitatif dengan melakukan pengujian hipotesis menggunakan alat analisa statistik dari data kuesioner yang telah disebar ke karyawan PT Jalur Nugraha Ekakurir Cabang Surabaya. Penelitian ini menggunakan metode *probability sampling* dengan teknik pengambilan sampel yaitu *simple random sampling*. Sampel dalam penelitian ini sebanyak 50 responden. Alat analisis yang digunakan yaitu SPSS versi 23.0. metode analisis yang digunakan yaitu analisa regresi, analisis jalur, dan uji asumsi klasik (uji multikolinieritas, uji heteroskedastisitas, uji normalitas). Berdasarkan penelitian yang telah dilakukan, dapat disimpulkan bahwa lingkungan kerja berpengaruh terhadap kepuasan kerja, motivasi berpengaruh terhadap kepuasan kerja, lingkungan kerja tidak berpengaruh terhadap kinerja karyawan, motivasi berpengaruh terhadap kinerja karyawan, kepuasan kerja berpengaruh terhadap kinerja karyawan, lingkungan kerja secara tidak langsung berpengaruh terhadap kinerja karyawan melalui kepuasan kerja, dan motivasi secara langsung berpengaruh terhadap kinerja karyawan melalui kepuasan kerja.

Keywords : Lingkungan Kerja, Motivasi, Kepuasan Kerja, Kinerja

ABSTRACT

This study aimed to determine (1) the influence of the work environment on job satisfaction (2) the influence of motivation on job satisfaction (3) the influence of the work environment on employee performance (4) the influence of motivation on employee performance (6) the influence of job satisfaction on employee performance (6) the influence of the work environment on employee performance through job satisfaction (7) the effect of motivation on employee performance through job satisfaction. This study used a quantitative research approach by testing hypotheses using statistical analysis tools from questionnaire data that has been distributed to employees of PT Jalur Nugraha Ekakurir Surabaya Branch. This study using a probability sampling method with a sampling technique that is simple random sampling. The sample in this study were 50 respondents. The analysis tool used is SPSS version 23.0. The analysis method used are regression analysis, path analysis, and classical assumption test (multicollinearity test, heteroscedasticity test, normality test). Based on the research that has been done, it can be concluded that the work environment performs significant effect on job satisfaction, motivation performs significant effect on job satisfaction, the work environment does not performs significant effect on employee performance, motivation performs significant effect on employee performance, job satisfaction performs significant effect on employee performance, the work environment indirectly affects employee performance through job satisfaction, and motivation directly influence employee performance through job satisfaction.

Keywords : Work Environment, Motivation, Work Satisfaction, Employee Performance