

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Motivasi Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan Melalui Kepuasan Kerja sebagai variabel intervening pada PT. Mega Central Auto Finance (MCF) Pos Cabang Penarik. Metode pengumpulan data melalui survey kuesioner yang disebarakan sebanyak 40 responden. Metode analisis yang digunakan adalah Regresi Linear Berganda dan Uji Hipotesis. Pengolahan data dalam penelitian ini menggunakan program SmartPls versi 3.0. Hasil penelitian ini menunjukkan bahwa (1) Motivasi Kerja berpengaruh signifikan terhadap Kepuasan Kerja. (2) Lingkungan Kerja berpengaruh signifikan terhadap Kepuasan Kerja. (3) Motivasi Kerja berpengaruh signifikan terhadap Kinerja. (4) Lingkungan Kerja berpengaruh signifikan terhadap Kinerja. (5) Kepuasan Kerja Berpengaruh signifikan terhadap Kinerja. (6) Motivasi Kerja berpengaruh signifikan terhadap Kinerja melalui Kepuasan Kerja. (7) Lingkungan Kerja berpengaruh signifikan terhadap Kinerja melalui Kepuasan Kerja.

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

ABSTRACT

This study aims to determine how much influence Work Motivation and Work Environment have on Employee Performance through Job Satisfaction as an intervening variable at PT. Mega Central Auto Finance (MCF) Withdrawal Branch Post. The data collection method was through a questionnaire survey which was distributed to 40 respondents. The analytical method used is Multiple Linear Regression and Hypothesis Testing. Data processing in this study used the SmartPls version 3.0 program. The results of this study indicate that (1) work motivation has a significant effect on job satisfaction. (2) Work Environment has a significant effect on Job Satisfaction. (3) Work motivation has a significant effect on performance. (4) Work Environment has a significant effect on performance. (5) Job Satisfaction has a significant effect on performance. (6) Work motivation has a significant effect on performance through job satisfaction. (7) Work Environment has a significant effect on Performance through Job Satisfaction.

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