

## ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Fasilitas Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja Sebagai Variabel Intervening Pada PT Batanghari Barisan Padang. Sampel pada penelitian ini sebanyak 73 responden (semua karyawan) dengan menggunakan teknik kuantitatif. Metode pengumpulan data melalui survei dan menyebarkan kuesioner kepada karyawan sebagai responden. Teknik analisa data yang digunakan adalah Analisis *Structural Equation Modeling* (SEM) dengan *Partial Least Square* (PLS). Hasil penelitian menunjukkan bahwa Fasilitas Kerja dan Disiplin Kerja terhadap Kinerja Karyawan melalui Motivasi Kerja berada pada kategori cukup baik. Kemudian pengujian hipotesis menunjukkan bahwa: (1) Terdapat pengaruh positif dan signifikan Fasilitas Kerja terhadap Motivasi Kerja. (2) Terdapat pengaruh positif dan signifikan Disiplin Kerja terhadap Motivasi Kerja. (3) Tidak terdapat pengaruh positif dan signifikan Fasilitas Kerja terhadap Kinerja Karyawan. (4) Terdapat pengaruh positif dan signifikan Disiplin Kerja terhadap Kinerja Karyawan. (5) Terdapat pengaruh positif dan signifikan Motivasi Kerja terhadap Kinerja Karyawan. (6) Motivasi Kerja tidak memediasi Fasilitas Kerja terhadap Kinerja Karyawan. (7) Motivasi Kerja memediasi Disiplin Kerja terhadap Kinerja Karyawan. Kontribusi variabel Fasilitas Kerja dan Disiplin Kerja terhadap Kinerja Karyawan melalui Motivasi Kerja berpengaruh sebesar 85,1% sedangkan sisanya sebesar 14,9% di pengaruhi oleh variabel lain diluar penelitian ini. Berdasarkan hasil penelitian ini diharapkan pihak PT Batanghari Barisan Padang dapat meningkatkan Kinerja Karyawan dengan meningkatkan Fasilitas Kerja, Disiplin Kerja dan Motivasi Kerja melalui masing-masing indikator.

**Kata kunci: Fasilitas Kerja, Disiplin Kerja, Kinerja Karyawan, Motivasi Kerja**

## **ABSTRACT**

*The purpose of this study was to find out how much influence work facilities and work discipline have on employee performance through work motivation as an intervening variable at PT Batanghari Barisan Padang. The sample in this study were 73 respondents (all employees) using quantitative techniques. Methods of collecting data through surveys and distributing questionnaires to employees as respondents. The data analysis technique used is Structural Equation Modeling (SEM) Analysis with Partial Least Square (PLS). The results of the study show that Work Facilities and Work Discipline on Employee Performance through Work Motivation are in the pretty good category. Then testing the hypothesis shows that: (1) There is a positive and significant influence of Work Facilities on Work Motivation. (2) There is a positive and significant effect of Work Discipline on Work Motivation. (3) There is no positive and significant effect of Work Facilities on Employee Performance. (4) There is a positive and significant effect of Work Discipline on Employee Performance. (5) There is a positive and significant effect of Work Motivation on Employee Performance. (6) Work Motivation does not mediate Work Facilities on Employee Performance. (7) Work Motivation mediates Work Discipline on Employee Performance. The contribution of Work Facilities and Work Discipline variables to Employee Performance through Work Motivation has an effect of 85.1% while the remaining 14.9% is influenced by other variables outside this study. Based on the results of this study, it is hoped that PT Batanghari Barisan Padang can improve Employee Performance by improving Work Facilities, Work Discipline and Work Motivation through each indicator.*

***Keywords: Work Facilities, Work Discipline, Employee Performance and Work Motivation.***