

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh motivasi kerja, disiplin kerja, dan lingkungan kerja terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel *intervening* pada karyawan kantor PT. PLN (Persero) ULP Mentawai. Metode yang digunakan adalah Analisis *structural Equation Modeling* (SEM) Dengan *Partial Least Square* (PLS). Dengan mengedarkan kuesioner sebanyak 47 responden.

Hasil penelitian ini menunjukkan bahwa Motivasi kerja berpengaruh positif dan signifikan terhadap kepuasan kerja. Disiplin kerja berpengaruh positif dan tidak signifikan terhadap kepuasan kerja. Lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja. Motivasi berpengaruh positif dan tidak signifikan terhadap kinerja karyawan. Disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan. Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel *intervening*. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel *intervening*. Lingkungan kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel *intervening*. Kontribusi variabel motivasi kerja, disiplin kerja, dan lingkungan kerja terhadap kepuasan kerja yaitu sebesar 0,620 atau 62% dan sisanya sebesar 38% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini. Kontribusi variabel motivasi kerja, disiplin kerja, lingkungan kerja dan kepuasan kerja terhadap kinerja karyawan sebesar 0,436 atau 43,6% dan sisanya sebesar 56,4% dipengaruhi oleh variabel lain yang tidak diteliti oleh penelitian ini.

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

ABSTRACT

This study aims to determine how much influence work motivation, work discipline, and work environment have on employee performance with job satisfaction as an intervening variable in PT. PLN (Persero) ULP Mentawai. The method used is structural equation modeling (SEM) analysis with partial least square (PLS). By circulating the questionnaire as many as 47 respondents.

The results of this study show that Work motivation has a positive and significant effect on job satisfaction. Work discipline has positive and insignificant effect on job satisfaction. The work environment has a positive and significant effect on job satisfaction. Motivation has a positive and insignificant effect on employee performance. Work discipline has positive and insignificant effect on employee performance. The work environment has a positive and significant effect on employee performance. Job satisfaction has a positive and significant effect on employee performance. Work motivation has a positive and significant effect on employee performance through job satisfaction as an intervening variable. Work discipline has positive and significant effect on employee performance through job satisfaction as an intervening variable. The work environment has a positive and insignificant effect on employee performance through job satisfaction as an intervening variable. The contribution of variables of work motivation, work discipline, and work environment to job satisfaction was 0.620 or 62% and the remaining 38% was influenced by other variables that were not studied in this study. The contribution of variables of work motivation, work discipline, work environment and job satisfaction to employee performance was 0.436 or 43.6% and the remaining 56.4% was influenced by other variables that were not studied by this study.

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