

ABSTRAK

Intan Juwita, No.BP 16101155310575, Fakultas Ekonomi, dan Bisnis, Manajemen (2020), Pengaruh Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan Motivasi sebagai variabel Intervening Pada PT. KAI dibawah bimbingan Bapak Jhon Very, S.KOM, M.KOM, M.M dan Ibuk Selvi Yona Sari, SE, MM

Penelitian ini bertujuan untuk memverifikasi dan menjelaskan bahwa Disiplin Kerja (X1) dan Lingkungan Kerja (X2) memiliki pengaruh positif dan signifikan terhadap Persepsi Kinerja Karyawan (Y) yang dimediasi oleh Motivasi (Z). Populasi dalam penelitian ini adalah karyawan pada PT. KAI. Sampel yang digunakan dalam penelitian adalah 84 responden. Analisis data dilakukan dengan menggunakan SPSS 23.0 Dengan menggunakan metode analisis jalur.

Hasil penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh : (a) secara parsial terdapat pengaruh positif dan signifikan antara Disiplin Kerja terhadap Motivasi. Dengan demikian Ho ditolak Ha diterima. (b) secara parsial terdapat pengaruh positif dan signifikan antara Lingkungan Kerja terhadap Motivasi. Dengan demikian Ho ditolak dan Ha diterima (c) secara parsial terdapat pengaruh positif dan signifikan antara Disiplin Kerja terhadap kinerja karyawan. Dengan demikian Ho ditolak Ha diterima. (d) secara parsial terdapat pengaruh positif dan signifikan antara Disiplin Kerja terhadap Kinerja Karyawan. Dengan demikian Ho ditolak dan Ha diterima. (e) secara parsial terdapat pengaruh positif dan signifikan antara motivasi terhadap kinerja karyawan. Dengan demikian Ho ditolak dan Ha diterima. (f) secara parsial terdapat pengaruh positif dan signifikan antara disiplin kerja terhadap kinerja karyawan dengan motivasi sebagai variabel intervening. Dengan demikian Ho ditolak Ha diterima. (g) secara parsial tidak terdapat pengaruh positif dan signifikan antara lingkungan kerja terhadap kinerja karyawan dengan motivasi sebagai variabel intervening. Dengan demikian Ho diterima Ha ditolak

Kata kunci: Disiplin Kerja, Lingkungan Kerja, Kinerja Karyawan, Motivasi

ABSTRACT

Intan Juwita, No.BP 16101155310575, Faculty of Economics, and Business, Management (2020), The Effect of Work Discipline and Work Environment on Employee Performance with Motivation as an Intervening variable at PT. KAI under the guidance of Mr. Jhon Very, S.KOM, M.KOM, M.M and Ibuk Selvi Yona Sari, SE, MM

This study aims to verify and explain that Work Discipline (X1) and Work Environment (X2) have a positive and significant influence on Employee Performance Perception (Y) mediated by Motivation (Z). The population in this study were employees at PT. KAI The sample used in the study was 84 respondents. Data analysis was performed using SPSS 23.0 by using the path analysis method.

The results obtained based on the partial test (t test) obtained: (a) partially there is a positive and significant effect between work discipline on motivation. Thus Ho was refused Ha accepted. (b) partially there is a positive and significant influence between the work environment on motivation. Thus Ho is rejected and Ha is accepted (c) partially there is a positive and significant influence between work discipline on employee performance. Thus Ho was refused Ha accepted. (d) partially there is a positive and significant influence between Work Discipline on Employee Performance. Thus Ho was rejected and Ha accepted. (e) partially there is a positive and significant influence between motivation on employee performance. Thus Ho was rejected and Ha accepted. (f) partially there is a positive and significant influence between work discipline on employee performance and motivation as an intervening variable. Thus Ho was refused Ha accepted. (g) partially there is no positive and significant influence between the work environment on employee performance and motivation as an intervening variable. Thus Ho accepted Ha rejected

Keywords: *Work Discipline, Work Environment, Employee Performance, Motivatio*