

ABSTRACT

The purpose of this study was to analyze the effect of Human Relations, Work Discipline and Work Environment on Employee Performance through Job Satisfaction. Human Relations, Work Discipline and Work Environment are used as dependent variables. Job Satisfaction as an intervening variable. And the dependent variable used in this study is employee performance. The data used is primary data in the form of a questionnaire. The sample in this study were all employees at PT. Aditya Prima Utama Padang.

The results showed that Human Relations had a positive and significant effect and Work Discipline and Environment had a positive but not significant effect on Employee Performance. while Human Relations on Employee Performance through mediation Job Satisfaction was rejected. Work Discipline on Employee Performance through Job Satisfaction mediation was rejected. Work Environment on Employee Performance through Job Satisfaction accepted mediation.

Keywords: *Human Relations, Work Discipline, Work Environment, Job Satisfaction and Employee Performance*

ABSTRAK

Tujuan penelitian ini adalah untuk menganalisa pengaruh Human Relation, Disiplin Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan melalui Kepuasan Kerja. Human Relation, Disiplin Kerja dan Lingkungan Kerja digunakan sebagai variabel dependen. Kepuasan Kerja sebagai variabel intervening. Dan variabel dependen yang digunakan pada penelitian ini yaitu kinerja karyawan. Data yang digunakan adalah data primer yaitu berupa kuesioner. Sampel pada penelitian ini adalah seluruh karyawan pada PT. Aditya Prima Utama Padang.

Hasil penelitian menunjukkan bahwa Human Relation berpengaruh positif dan signifikan serta Disiplin Kerja dan Lingkungan berpengaruh positif tetapi tidak signifikan terhadap Kinerja Karyawan. sedangkan Human Relation terhadap Kinerja Karyawan melalui Kepuasan Kerja mediasi ditolak. Disiplin Kerja terhadap Kinerja Karyawan melalui Kepuasan Kerja mediasi ditolak. Lingkungan Kerja terhadap Kinerja Karyawan melalui Kepuasan Kerja mediasi diterima.

Kata Kunci: *Human Relation*, Disiplin Kerja, Lingkungan Kerja, Kepuasan Kerja dan Kinerja Karyawan