

Laras Caturia Rahmadianty, 15311042, **Pengaruh Disiplin Kerja, Motivasi dan Lingkungan Kerja Terhadap Kinerja Karyawan Tetap Pada PT. Graha Sarana Gresik**, Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Gresik, Juni, 2019.

### **ABSTRAKSI**

Penelitian ini bertujuan untuk menganalisis pengaruh Disiplin Kerja, Motivasi dan Lingkungan Kerja Terhadap Kinerja Karyawan Tetap Pada PT. Graha Sarana Gresik. Penelitian ini mengambil sampel sebanyak 65 orang dengan menggunakan teknik pengambilan sampel jenuh sedangkan pengukuran data dengan menggunakan skala likert. Teknis analisis menggunakan uji instrument (uji validitas dan uji reliabelitas) untuk menguji kualitas dan konsistensi alat ukur, uji asumsi klasik (uji normalitas, uji multikolinieritas dan uji heterokedastisitas). Hasil penelitian menyatakan Disiplin Kerja, Motivasi dan Lingkungan Kerja Terhadap Kinerja Karyawan Tetap Pada PT. Graha Sarana Gresik. Berdasarkan hasil uji t ketiga variabel independent secara parsial berpengaruh positif dan signifikan dengan taraf signifikansi  $< 0,05$  dan besarnya pengaruh ketiga variabel independen terhadap variabel dependen (koefisien determinasi  $R^2$ ) Adjusted R Square = 0,492 dapat dikatakan bahwa perubahan variabel dependen Kinerja Karyawan (Y) sebesar 49,2% disebabkan oleh variabel Disiplin Kerja ( $X_1$ ), Motivasi ( $X_2$ ), serta Lingkungan Kerja ( $X_3$ ).

Kata Kunci : Disiplin, Motivasi, Lingkungan, Kinerja Karyawan

Laras Caturia Rahmadianty, 15311042, *Labor Dicipline, Motivation and Work Environment for Employee Performance of PT. Graha Sarana Gresik. Management, Faculty of Economics and Business, Muhammadiyah Gresik University, June, 2019.*

#### ABSTRACT

*This study aims to determine the effect of Labor Dicipline, Motivation and Work Environment for Employee Performance of PT. Graha Sarana Gresik. This study took a sample of 65 people using saturated sampling techniques while measuring data using a Likert scale. Technical analysis using instrument test (validity test and reliability test) to test the quality and consistency of measuring instruments, classic assumption tests (normality test, multicollinearity test and heterocedasticity test). The results of the study stated that the Labor Decipline Motivation and Work Environment had a positive and significant effect on the performance of employees (of PT. Graha Sarana Gresik. Based on the t-test results of the three independent variables partially influential with a significance level of  $<0.05$ , and the magnitude of the influence of the three independent variables on the dependent variable (coefficient of determination  $R^2$ ) Adjusted R Square = 0.850 it can be said that the change in dependent variable Employee Performance (Y) is 49,2% is caused by Labor Decipline (X1), Motivation (X2), and Work Environment (X3).*

*Keywords: Decipline, Motivation, Environment, Employee Performance*