

## **ABSTRACT**

*This study aims to analyze the effect of work motivation, work discipline and work environment on employee performance at PT XYZ, either partially or simultaneously. As for the sample technique using purposive sampling with a judgment non-probability sampling approach and using a sample of 100 employees. Meanwhile, the analysis technique uses multiple linear regression analysis. As for the results of their study, it was found that: (1) work motivation had no effect on employee performance; (2) work discipline had effect on employee performance; (3) work environment had effect on employee performance; (4) work motivation, work discipline and work environment had effect on employee performance simultaneously.*

*Key words: work motivation, work discipline, work environment, and employee performance.*

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja, disiplin kerja dan lingkungan kerja terhadap kinerja karyawan PT XYZ Di Jakarta baik secara parsial maupun secara simultan. Adapun teknik sampel menggunakan *purposive sampling* dengan pendekatan *judgement non-probability sampling* serta menggunakan sampel sebanyak 100 karyawan. Sedangkan, teknik analisis menggunakan *multiple linier regression analysis*. Adapun hasil penelitian diperoleh bahwa: (1) motivasi kerja tidak berpengaruh terhadap kinerja karyawan; (2) disiplin kerja berpengaruh terhadap kinerja karyawan; (3) lingkungan kerja berpengaruh terhadap kinerja karyawan; dan (4) motivasi kerja, disiplin kerja dan lingkungan kerja secara simultan berpengaruh terhadap kinerja karyawan.

Kata kunci: motivasi kerja, disiplin kerja, lingkungan kerja, kinerja karyawan.