

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisa seberapa besar pengaruh lingkungan kerja, disiplin kerja, dan motivasi kerja terhadap kinerja karyawan PT. Bina Area Persada Surabaya. Metode yang digunakan pada penelitian ini adalah metode penelitian kuantitatif, pada penelitian ini populasi dan sampelnya adalah seluruh karyawan PT. Bina Area Persada Surabaya, yang berjumlah 46 karyawan, dalam mengumpulkan data responden, peneliti menggunakan teknik pengumpulan *sampling jenuh*, data diambil menggunakan kuesioner dan dokumentasi kemudian data di analisa menggunakan rumus regresi linear berganda, yang sebelumnya sudah dilakukan uji instrument, uji asumsi klasik, uji t dan uji F dan memenuhi syarat. Hasil uji penelitian secara parsial menunjukkan bahwa lingkungan kerja, berpengaruh signifikan terhadap kinerja karyawan PT. Bina Area Persada Surabaya, disiplin kerja berpengaruh signifikan terhadap kinerja karyawan PT. Bina Area Persada Surabaya, motivasi kerja berpengaruh signifikan terhadap kinerja karyawan PT. Bina Area Persada Surabaya, dan hasil uji secara simultan menunjukkan bahwa lingkungan kerja, disiplin kerja, dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan PT. Bina Area Persada Surabaya.

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

ABSTRACT

This study aims to determine and analyze how much influence the work environment, work discipline, and work motivation have on the performance of PT. Bina Area Persada Surabaya employees. The method used in this study is a quantitative research method, in this study the population and sample were all employees of PT. Bina Area Persada Surabaya, totaling 46 employees, in collecting respondent data, researchers used saturated sampling collection techniques, data were taken using questionnaires and documentation then data were analyzed using multiple linear regression formulas, which had previously been carried out instrument tests, classical assumption tests, classical assumption tests. t and F test and meet the requirements. The results of the partial research test show that the work environment has a significant effect on the performance of employees of PT. Bina Area Persada, work discipline has a significant effect on the performance of employees of PT. Bina Area Persada Surabaya, work motivation has a significant effect on the performance of employees of PT. Bina Area Persada Surabaya and simultaneous test results show that the work environment, work discipline, and work motivation have a significant effect on the performance of PT. Bina Area Persada Surabaya employees.

Keywords: *Work Environment, Work Discipline, Work Motivation, Performance*