

ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah motivasi kerja, lingkungan kerja dan penilaian kinerja berpengaruh terhadap kepuasan kerja karyawan PT. International Business Futures Surabaya. Metode penelitian ini menggunakan metode kuantitatif. Populasi penelitian adalah seluruh karyawan PT. International Business Futures Surabaya sebanyak 100 orang dan pengambilan sampel menggunakan sampel jenuh yang terdapat pada *Non-Probability Sampling*, semua anggota populasi dijadikan sampel. Dan sampel dalam penelitian ini, yaitu sebanyak 100 responden. Teknik pengambilan sampel menggunakan teknik *Non-Probability Sampling*. Data dikumpulkan melalui kuesioner dan dianalisa menggunakan analisis regresi linier berganda melalui SPSS 24.0.

Berdasarkan analisis data disimpulkan bahwa motivasi kerja, lingkungan kerja dan penilaian kinerja berpengaruh simultan terhadap kepuasan kerja karyawan

Kata kunci : Motivasi Kerja, Lingkungan Kerja, Penilaian Kinerja, Kepuasan Kerja

ABSTRACT

This study aims to determine whether work motivation, work environment and performance appraisal affect the job satisfaction of employees of PT. International Business Futures Surabaya. This research method uses quantitative methods. The research population is all employees of PT. International Business Futures Surabaya as many as 100 people and sampling using a saturated sample contained in the Non-Probability Sampling, all members of the population are sampled. And the sample in this study, as many as 100 respondents. The sampling technique used was the Non-Probability Sampling technique. Data were collected through questionnaires and analyzed using multiple linear regression analysis through SPSS 24.0.

Based on data analysis, it is concluded that work motivation, work environment and performance appraisal have a simultaneous effect on employee job satisfaction.

Keywords: Work Motivation, Work Environment, Performance Appraisal, Job Satisfaction