

ABSTRAK

Dijelaskan riset ini menganalisa pengaruh sistem *reward*, lingkungan kerja, dan disiplin kerja terhadap kepuasan kerja karyawan PT. Surya Plastindo Di Gresik. Adapun metode yang digunakan ialah kuantitatif deskriptif dengan menggunakan analisis regresi linier berganda. Populasi sebanyak 290 orang serta jumlah sampel yang digunakan yakni sebanyak 74 orang. Instrumen penelitian ini berupa kuesioner dengan menggunakan teknik pengambilan sampel secara *Simple random sampling* yaitu *Accidental Sampling*. Teknik yang digunakan Sesuai hasil pengujian parsial didapatkan hasil sistem *reward* terbukti adanya pengaruh terhadap kepuasan kerja karyawan, lingkungan kerja terbukti tidak terdapat pengaruh terhadap kepuasan kerja, serta disiplin kerja terbukti terdapat pengaruh terhadap kepuasan kerja karyawan. Secara simultan terdapat pengaruh sistem *reward*, lingkungan kerja dan disiplin kerja terhadap Kepuasan kerja karyawan PT. Surya Plastindo di Gresik.

Kata Kunci : Sistem *reward*, lingkungan kerja, disiplin kerja & kepuasan kerja.

ABSTRACT

It is explained that this research analyzes the effect of reward system, work environment, and work discipline on job satisfaction of employees of PT. Surya Plastindo In Gresik. The method used is descriptive quantitative using multiple linear regression analysis. The population was 290 people and the number of samples used was 74 people. The research instrument was a questionnaire using a simple random sampling technique, namely Accidental Sampling. The technique used is in accordance with the results of partial testing, the results of the reward system are proven to have an influence on employee job satisfaction, the work environment is proven to have no effect on job satisfaction, and work discipline is proven to have an influence on employee job satisfaction. Simultaneously there is an effect of reward system, work environment and work discipline on job satisfaction of employees of PT. Surya Plastindo in Gresik.

Key Words : *Reward system, work environment, work discipline & job satisfaction.*