

**PENGARUH LINGKUNGAN KERJA, DISIPLIN KERJA, MOTIVASI  
KERJA TERHADAP KINERJA KARYAWAN DI KANTOR  
BADAN KESATUAN BANGSA DAN POLITIK  
SUMATERA UTARA**

**ABSTRAK**

Adanya penelitian ini dilakukan untuk mengetahui apakah terdapat pengaruh yang disebabkan oleh faktor Lingkungan Kerja, Disiplin Kerja, serta Motivasi Kerja pada kantor Badan Kesatuan Bangsa dan Politik di Sumatera Utara yang terletak pada jalan terhadap Kinerja Karyawan. Dari penelitian ini kami mendapatkan sebanyak 62 orang menjadi *subject* penelitian kami. Teknik pengumpulan data kami yang kami lakukan ialah penyebaran Kuesioner (Angket) sehingga didapatkan data menunjukkan sampel kami dominan Generasi Z (Lahir 1997-2012) sebanyak 48 orang dan selebihnya oleh generasi dibawahnya atau diatasnya. Hasil penelitian mengungkapkan bahwa secara parsial Lingkungan Kerja dan Disiplin berpengaruh positif serta menunjukkan perubahan yang signifikan terhadap Kinerja Karyawan sedangkan Motivasi Kerja tidak berpengaruh terhadap Kinerja Karyawan, secara Simultan Lingkungan Kerja, Disiplin Kerja, serta Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan.

**Kata Kunci:** Lingkungan Kerja, Disiplin Kerja, Motivasi Kerja, Kinerja Karyawan

***ABSTRACT***

*This study was conducted to determine whether there is an influence caused by factors of the Work Environment, Work Discipline, and Work Motivation at the National Unity and Politics Agency office in North Sumatra located on the road to Employee Performance. From this study we got as many as 62 people as our research subjects. Our data collection technique that we did was the distribution of Questionnaires (Questions) so that the data obtained showed that our sample was predominantly Generation Z (Born 1997-2012) as many as 48 people and the rest by the generation below or above. The results of the study revealed that partially the Work Environment and Discipline have a positive effect and show significant changes in Employee Performance while Work Motivation does not affect Employee Performance, Simultaneously the Work Environment, Work Discipline, and Work Motivation have a positive and significant effect on Employee Performance.*

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