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Based on the reviewer's recommendations, I am delighted to inform you that your following manuscript has been accepted for the publication in **International Journal of Social Science and Business**

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Thank you very much for submitting your article to **International Journal of Social Science and Business**

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Best Regards


Kadek Widiyarta
Editor Team

ABSTRAK

PENGARUH DISIPLIN, LINGKUNGAN KERJA DAN KOMITMEN KERJA TERHADAP KEPUASAN KERJA KARYAWAN PT RIA MULTI SOLUSINDO MEDAN

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Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Disiplin, Lingkungan Kerja dan Komitmen Kerja terhadap Kepuasan Kerja Karyawan PT Ria Multi Solusindo Medan. Metode penelitian adalah pendekatan kuantitatif, jenis penelitian ini deskriptif kuantitatif dan sifat penelitian adalah deskriptif *explanatory*. Metode analisis data adalah analisis regresi linear berganda. Teknik pengumpulan sampel yaitu *sensus*. Sampel penelitian adalah 66 karyawan. Nilai $t_{hitung} > t_{tabel}$ atau $2,009 > 1,999$ dan signifikan yang diperoleh $0,049 < 0,05$, berarti secara parsial Disiplin berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan PT Ria Multi Solusindo Medan. Nilai $t_{hitung} > t_{tabel}$ atau $5,716 > 1,999$ dan signifikan yang diperoleh $0,000 < 0,05$, berarti secara parsial Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan PT Ria Multi Solusindo Medan. Nilai $t_{hitung} > t_{tabel}$ atau $2,465 > 1,999$ dan signifikan yang diperoleh $0,016 < 0,05$, berarti secara parsial Komitmen Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan PT Ria Multi Solusindo Medan. Hasil pengujian diperoleh nilai $F_{hitung} (28,710) > F_{tabel} (2,75)$ dan probabilitas signifikansi $0,000 < 0,05$, berarti secara simultan Disiplin, Lingkungan Kerja dan Komitmen Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan PT Ria Multi Solusindo Medan. Hasil uji koefisien determinasi dapat terlihat dari nilai *Adjusted R Square* sebesar 0,561 hal ini berarti 56,1% dari variasi variabel kepuasan kerja yang dapat dijelaskan oleh variasi variabel disiplin kerja, lingkungan kerja dan komitmen sedangkan sisanya sebesar 43,9% dijelaskan oleh variabel lain yang tidak diteliti pada penelitian.

Kata Kunci: Disiplin, Lingkungan Kerja, Komitmen Kerja, Kepuasan Kerja Karyawan

ABSTRACT
**THE INFLUENCE OF THE DISCIPLINE, WORK ENVIRONMENT AND WORK
COMMITMENT ON EMPLOYEE JOB SATISFACTION**
PT RIA MULTI SOLUSINDO MEDAN

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This study aims to test and analyze the influence of Discipline, Work Environment and Work Commitment on Job Satisfaction of Employees of PT Ria Multi Solusindo Terrain. The research method is quantitative approach, type of research is descriptive and quantitative nature of the research is descriptive explanatory. Methods of data analysis is multiple linear regression analysis. Sample collection techniques, namely the census. The study sample was 66 employees. The value of $t_{count} > t_{table}$ or $2,009 > 1,999$ and obtained significant $0,049 < 0,05$, mean partial Discipline has positive and significant effect on Job Satisfaction of Employees of PT Ria Multi Solusindo Terrain. The value of $t_{count} > t_{table}$ or $5,716 > 1,999$ and obtained significant $0,000 < 0,05$, it means the partial Work Environment has positive and significant effect on Job Satisfaction of Employees of PT Ria Multi Solusindo Terrain. The value of $t_{count} > t_{table}$ or $2,465 > 1,999$ and obtained significant $0,016 < 0,05$, it means the partial Work Commitment has positive and significant effect on Job Satisfaction of Employees of PT Ria Multi Solusindo Terrain. The test results obtained value of $F_{count} (28,710) > F_{table} (2,75)$ and the probability of significance of $0.000 < 0.05$, mean simultaneous Discipline, Work Environment and Work Commitment has positive and significant effect on Job Satisfaction of Employees of PT Ria Multi Solusindo Terrain. The test results of the coefficient of determination can be seen from the value of Adjusted R Square of 0,561 it means to 56.1% of the variation in the variable of job satisfaction can be explained by the variation of the variable work discipline, work environment and commitment while the rest equal at 43.9% is explained by other variables not examined in the study.

Keywords: *Discipline, Work Environment, Work Commitment, Job Satisfaction Of Employees*