

ABSTRACT

THE INFLUENCE OF MOTIVATION, WORK ENVIRONMENT AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS INTERVENING VARIABLE AT UNIVERSITAS PRIMA INDONESIA DENI MARLINA

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The purpose of this study was to determine the effect of motivation, work environment on employee performance with job satisfaction as an intervening variable at Prima Indonesia University. The research method used is explanatory quantitative. Data collection techniques are using questionnaires and observations. The population and sample in this study were 140 employees of the University of Prima Indonesia, using the Simple Random Sampling techniques. This research uses multiple linear regression analysis and path path analysis, which first tested the classical assumption with normality test, multicollinearity test and heteroscedasticity test. Hypothesis testing is done by F test and t test. Furthermore, to determine the effect of each variable on motivation, a determination test was carried out. The results showed that partially motivation had a significant effect on job satisfaction with a value of $t_{count} < t_{table}$ that was 0.836 and a significance for motivation of 0.405 and work environment had an effect on job satisfaction with a value of $t_{count} < t_{table}$ that was 10.348 and a significance of 0.000. Work discipline has a significant and significant effect on job satisfaction with a value of $t_{count} < t_{table}$, which is 7.154 and a significance for work discipline of 0.000. Based on the determination test, it was found that the influence of motivation, work environment and work discipline on job satisfaction was 59 % and the rest was influenced by other variables not examined in this study. The results showed that partially work motivation had an effect on employee performance with a value of $t_{count} < t_{table}$, which was 0.853 and a significance of 0.395. The work environment has an effect on employee performance with a value of $t_{count} < t_{table}$ which is 2.442 and the significance for employee performance is 0.016. and Work discipline has an effect on job satisfaction with a value of $t_{count} < t_{table}$ that is 0.157 and a significance of 0.876. Job satisfaction has a significant and significant effect on employee performance with a value of $t_{count} < t_{table}$ that is 3.748 and a significance for work discipline of 0.000. Based on the determination test, it was found that the effect of motivation, work environment and work discipline on employee performance was 57,9 % and the rest was influenced by other variables not examined in this study. Motivation has an effect on job satisfaction through

performance with a value of $t_{count} < t_{table}$, which is 0.013359. and the significance for motivation is 0.061 and the work environment has an effect on employee performance through job satisfaction with a value of $t_{count} < t_{table}$ that is 0.008103 and the significance for the work environment is 0.082. Work discipline has an effect on employee performance is 0.145635 and significant for work discipline is 0.304.

Keywords: Motivation, Work Environment, , Work Discipline, Employee Performance, Job Satisfaction