

ABSTRAK

PENGARUH LINGKUNGAN KERJA, DISIPLIN KERJA, DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN DI PT. OPAL COFFEE INDONESIA

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Penelitian ini mempunyai latar belakang untuk mencapai tujuan penulis yaitu untuk mempelajari dan memaparkan pengaruh lingkungan kerja, disiplin kerja, dan motivasi kerja terhadap kinerja karyawan di PT Opal Coffee Indonesia. Hasil yang diperoleh peneliti dalam pengaruh lingkungan kerja, disiplin kerja dan motivasi kerja terhadap kinerja karyawan pada perusahaan belum cukup maksimal. Oleh karena itu dilakukan penelitian dengan metode metode ilmiah. Penelitian ini memilih populasi yang bekerja di PT. Opal Coffee Indonesia. Simple random sampling merupakan metode yang peneliti gunakan untuk memilih sampel dari jenis populasi acak sederhana. Dengan demikian jumlah responden yang diteliti sebanyak 50 orang karyawan di PT. Opal Coffee Indonesia. Proses pertama dilakukan dengan mengukur jawaban data sampel menggunakan uji validitas dan uji reliabilitas. Selanjutnya hasil uji data diukur dengan uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heterokedastisitas) dan uji hipotesis menggunakan uji t secara pasial, uji F secara simultan dan uji regresi linear berganda.

Hasil pada penelitian ini, secara parsial terdapat lingkungan kerja, disiplin kerja dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan pada PT Opal Coffee Indonesia. Secara simultan lingkungan kerja, disiplin kerja dan motivasi kerja berpengaruh positif dan signifikan secara simultan terhadap kinerja karyawan di PT Opal Coffee Indonesia.

Kata kunci: lingkungan kerja, disiplin kerja, motivasi kerja, kinerja karyawan

ABSTRACT

THE EFFECT OF WORK ENVIRONMENT, WORK DISCIPLINE, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT.OPAL COFFEE INDONESIA

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This research has a background to achieve the author's goal, namely to study and explain the effect of work environment, work discipline, and work motivation on employee performance at PT Opal Coffee Indonesia. The results obtained by researchers in the influence of the work environment, work discipline and work motivation on employee performance in the company are not maximized enough. Therefore, research is carried out using scientific methods. Simple random sampling is a method that researchers use to select samples from a simple random population type. Thus the number of respondents studied was 50 employees at PT.Opal Coffee Indonesia. The first process is done by measuring the answers to sample data using validity tests and reliability tests. Furthermore, the results of the data test are measured by the classical assumption test (normality test, multicollinearity test, heteroscedasticity test) and hypothesis testing using the t test partially, simultaneous F test and multiple linear regression test.

The results in this study, partially there is a work environment, work discipline and work motivation have a significant effect on employee performance at PT Opal Coffee Indonesia. Simultaneously work environment, work discipline and work motivation have a positive and significant effect simultaneously on employee performance at PT Opal Cofee Indonesia.

Keywords: work environment, work discipline, work motivation, employee