

PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJADENGAN KETERLIBATAN SEBAGAI VARIABEL INTERVENING

This study aims to analyze the effect of work discipline, work environment, and competence on employee performance at Stikes Senior Medan. This research uses a quantitative approach with data collection techniques through interviews, observations, and distributing questionnaires. The research sample was taken using nonprobability sampling method, with the research population consisting of permanent foundation lecturers. Data analysis was carried out using various test tools, namely validity, reliability, classical assumptions, multiple linear regression, t-test, and F-test. The results showed that work discipline and competence have a positive but insignificant influence partially on employee performance. In contrast, the work environment has a positive and significant effect partially on performance. Simultaneously, the three variables (work discipline, work environment, and competence) are proven to have a positive and significant effect on employee performance.

Keywords: *Performance, work discipline, work environment, competence.*