

Pengaruh Motivasi, Disiplin, dan Lingkungan Kerja terhadap Kinerja Karyawan CV Gendoel Sport Apparel Tuban, Arum wahyuningsih, Ali Muhajir,. Ahmad Yani Syaikhudin, 2023, Prodi Manajemen, Fakultas Ekonomi Universitas Islam Darul ‘Ulum Lamongan.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, disiplin, dan lingkungan kerja terhadap kinerja karyawan CV Gendoel Sport Apparel Tuban baik secara parsial maupun silmutan. Penelitian ini menggunakan pendekatan kuantitatif dengan sampel 75 responden, sedangkan teknik yang digunakan dalam pengambilan sampel yakni sampling jenuh. Metode analisis yang digunakan pada penelitian ini yakni uji validitas, uji reabilitas, uji regresi linear berganda, uji koefisien determinasi (R^2), uji asumsi klasik, dan uji hipotesis. Dari hasil analisis yang di dapat hasil uji t parsial variabel motivasi $t_{hitung} (1.632) < t_{tabel} (1.993)$ dengan nilai signifikan sebesar $0,107 > 0,05$ secara parsial motivasi tidak berpengaruh positif dan signifikan terhadap kinerja karyawan. Variabel Disiplin $t_{hitung} (3.617) > t_{tabel} (1.993)$ dengan nilai signifikan $0,001 < 0,05$ secara parsial disiplin memiliki pengaruh yang positif dan signifikan terhadap kinerja karyawan. Variabel lingkungan kerja $t_{hitung} (2.341) > t_{tabel} (1.993)$ dengan nilai signifikan $0.022 < 0.05$ secara parsial lingkungan kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Berdasarkan uji F silmutan, terlihat bahwa $F_{hitung} (29.201) > F_{tabel} (2,73)$. Dapat dinyatakan bahwa secara silmutan motivasi (X1), disiplin (X2), dan lingkungan kerja (X3) berpengaruh terhadap kinerja karyawan (Y).

Kata kunci : Motivasi, Disiplin, Lingkungan Kerja, dan Kinerja karyawan

The Influence of Motivation, Discipline, and Work Environment on Employee Performance CV Gendoel Sport Apparel Tuban, Arum wahyuningsih, Ali Muhajir,. Ahmad Yani Syaikhudin, 2023, Management Study Program, Faculty of Economics, Darul 'Ulum Lamongan University

ABSTRACT

This study aims to determine the influence of motivation, discipline, and work environment on the performance of CV Gendoel Sport Apparel Tuban employees both partially and cylintantically. This study used a quantitative approach with a sample of 75 respondents, while the technique used in sampling was saturated sampling. The analytical methods used in this study are validity tests, reliability tests, multiple linear regression tests, coefficient of determination (R2) tests, classical assumption tests, and hypothesis tests. From the results of the analysis obtained partial t test results of the variable motivation tcount (1,632) < ttable (1,993) with a significant value of 0.107 > 0.05 partially motivation does not have a positive and significant effect on employee performance. Discipline variables tcount (3.617) > ttable (1.993) with significant values 0.001 < 0.05 partially discipline has a positive influence and significant to employee performance. The variables of the work environment tcalculate (2.341) > ttable (1.993) with a significant value of 0.022 < 0.05 partially the work environment has a positive and significant influence on employee performance. Based on the F silmutant test, it can be seen that Fcalculate (29.201) > Ftable (2.73). It can be stated that the silmutant motivation (x1), discipline (x2), and work environment (x3) affect the performance of employees (Y).

Keyword : Motivation, Discipline, Work Environment and employee performance