WORK MOTIVATION, WORK DISCIPLINE, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT. CATUR PUTRA JAYA DEPOK CITY

ABSTRACT

A company's resources include human resources, natural resources, and capital. A company's success is determined by the availability of natural resources and the quality of the people involved. The aim of this study is to acknowledge and analyze the influence of work motivation, work discipline, and work environment on the performance of employees at PT. Catur Putra Jaya, Depok City.

The analysis method used in this study is quantitative primary data. The test stages include descriptive statistics, a measurement model consisting of a convergent validity test, a discriminant validity test, a reliability test, a structural model consisting of a determination coefficient test, a predictive relevance test and fit model goodness test, and path analysis. The data used in this study used a questionnaire instrument and the valid data collected were 110 respondents. The sampling method in this study is a non-probability sample with a total sampling. The testing tool used is SmartPLS.

The results of this study showed that the variables of work motivation, work discipline, and work environment have a positive and direct influence on employee performance. Additionally, work motivation has the greatest influence on employee performance compared to work discipline and the work environment.

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

(xiii + 56 + appendices)
References (2017 - 2024)