

**ABSTRAK**

**PENGARUH LINGKUNGAN KERJA, DISIPLIN KERJA, DAN MOTIVASI  
KERJA TERHADAP KINERJA KARYAWAN**

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Tujuan dari penelitian ini adalah untuk menguji pengaruh Lingkungan Kerja, Disiplin Kerja, dan Motivasi Kerja terhadap Kinerja Karyawan PT. United Tractors Semarang. Metode pengambilan sampel menggunakan sensus yaitu jumlah populasi yang juga dijadikan sampel. Sampel diambil Sebanyak 60 Responden. Data yang digunakan adalah data primer. Data didapat langsung dari PT. United Tractors Semarang melalui metode kuesioner. Data primer tersebut diolah dan dianalisis menggunakan SPSS V22 Melalui Uji instrumen berupa uji validitas dan reabilitas, analisis regresi linier berganda serta uji hipotesis berupa uji t hasil penelitian ini menunjukkan bahwa, variabel lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, variabel disiplin kerja tidak berpengaruh terhadap kinerja karyawan, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

**Kata kunci : Lingkungan Kerja, Disiplin Kerja, Motivasi Kerja dan Kinerja Karyawan**

**ABSTRACT**  
**EFFECT OF WORK ENVIRONMENT, WORK DISCIPLINE, AND WORK  
MOTIVATION TOWARD EMPLOYEE PERFORMANCE**

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*The purpose of this study was to examine the effect of the Work Environment, Work Discipline, and Work Motivation on Employee Performance of PT. United Tractors Semarang. The sampling method uses a census that is the total population that is also sampled. Samples were taken as many as 60 respondents. The data used are primary data. Data obtained directly from PT. United Tractors Semarang through the questionnaire method. The primary data is processed and analyzed using SPSS V22 Through the instrument test in the form of a validity and reliability test, multiple linear regression analysis and hypothesis testing in the form of t test results of this study indicate that, work environment variables have a positive and significant effect on employee performance, work discipline variables have no effect on employee performance, work motivation has a positive and significant effect on employee performance.*

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