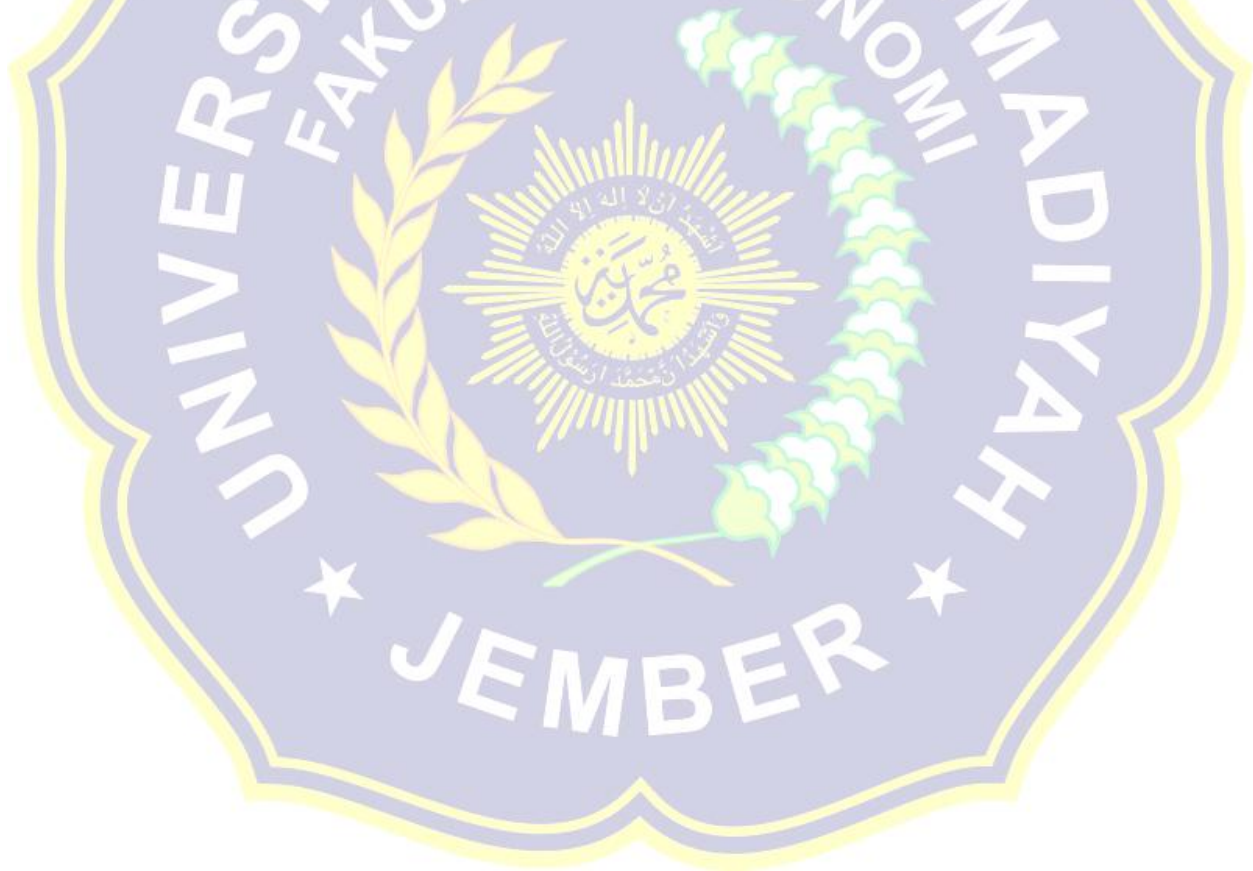# ABSTRAK

Penelitian ini dilakukan pada karyawan PT. Four Continental Trading Jember. Penelitian ini bertujuan untukmenganalisis Pengaruh Motivasi Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan.Dalam penelitian ini data dikumpulkan dengan alat bantu berupa observasi, wawancara dan kuesioner terhadap 35 responden dengan teknik sensus, yang bertujuan untuk mengetahui persepsi respondenterhadap masing-masing variabel. Analisis yang digunakan meliputi uji instrumen data (uji validitas, dan uji reliabilitas), analisis regresi linear berganda, uji asumsi klasik (uji normalitas, uji multikolinearitas, ujiheteroskedastisitas), dan uji hipotesis (uji F,uji t, koefisien determinasi). Dari hasil analisis menggunakan regresi dapat diketahui bahwa variabelmotivasi kerja, lingkungankerja, semuanya berpengaruh positif terhadap kinerjakaryawan. Dari uji t diperoleh hasil motivasi kerja, lingkungankerja, semuanya berpengaruh signifikan terhadap kinerjakaryawan.

Kata kunci: Motivasi Kerja, Lingkungan Kerja,kinerjakaryawan.

ABSTRACT

This research was conducted on the employees of PT. Four Continental Trading Jember. This study aims to analyze the Effect of Work Motivation and Work Environment on Employee Performance. In this study, data were collected using tools in the form of observation, interviews and questionnaires against 35 respondents with census techniques, which aim to determine respondents' perceptions of each variable. The analysis used includes the data instrument test (validity test and reliability test), multiple linear regression analysis, classic assumption test (normality test, multi-colinearity test, heteroscedasticity test), and hypothesis testing (F test, t test, coefficient of determination) . From the results of the analysis using regression it can be seen that the variables of work motivation, work environment, all have a positive effect on employee performance. T test results obtained from work motivation, work environment, all of which significantly influence employee performance.

Keywords*: Work Motivation, Work Environment, employee performance.*