

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, kompensasi terhadap kepuasan kerja melalui disiplin kerja karyawan PT. Bank Pembangunan Daerah, Tbk. Cabang Jember. Metode penelitian yang digunakan dalam penelitian ini adalah analisis *Structural Equation Modelling* (SEM). Hasil penelitian menunjukkan bahwa lingkungan kerja berpengaruh signifikan terhadap disiplin kerja karyawan, kompensasi berpengaruh signifikan terhadap disiplin kerja karyawan, disiplin kerja berpengaruh signifikan terhadap kepuasan kerja karyawan, lingkungan kerja berpengaruh signifikan terhadap kepuasan kerja karyawan, kompensasi berpengaruh signifikan terhadap kepuasan kerja karyawan, lingkungan kerja tidak berpengaruh signifikan terhadap kepuasan kerja melalui disiplin kerja karyawan dan kompensasi tidak berpengaruh signifikan terhadap kepuasan kerja melalui disiplin kerja karyawan.

Kata Kunci: lingkungan kerja, kompensasi, disiplin kerja, kepuasan kerja



ABSTRACT

This study aims to determine the effect of the work environment, compensation for job satisfaction through employee work discipline PT. Regional Development Bank, Tbk. Jember Branch. The research method used in this study is Structural Equation Modeling (SEM. The research results show that the work environment has a significant effect on employee work discipline, compensation has a significant effect on employee work discipline, work discipline has a significant effect on employee job satisfaction, the work environment has a significant effect on employee job satisfaction, compensation has a significant effect on employee job satisfaction, work environment does not have a significant effect on job satisfaction through employee work discipline and compensation does not significantly influence job satisfaction through employee work discipline.

Keywords: work environment, compensation, work discipline, job satisfaction

