

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *locus of control*, etos kerja, dan lingkungan kerja terhadap kinerja karyawan PT. Reini Jaya Mandiri Timika Papua. Penelitian ini dilakukan dengan pendekatan kuantitatif. Pengumpulan data primer dilakukan dengan menyebar kuesiner kepada sampel sebanyak 50 responden. Teknik sampling yang digunakan adalah teknik sensus. Hasil penelitian menunjukkan bahwa *locus of control*, etos kerja, dan lingkungan kerja secara parsial dan simultan berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci: *Locus of Control*, Etos Kerja, Lingkungan kerja, Kinerja Karyawan

ABSTRACT

This study aims to analyze the effect of *locus of control*, work ethic, and work environment on the performance of employees of PT. Reini Jaya Mandiri Timika Papua. This research was conducted with a quantitative approach. Primary data was collected by distributing questionnaires to a sample of 50 respondents. The sampling technique used is the census technique. The results showed that *locus of control*, work ethic, and work environment partially and simultaneously had a positive and significant effect on employee performance.

Keywords: Locus of Control, work ethic, work environment, employee performance