

## ABSTRAK

### **PENGARUH DISIPLIN KERJA, MOTIVASI KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN (Studi Kasus: Lion Air Group Distrik Yogyakarta di Hotel Grand Mercure-Ibis Adisucipto)**

Penelitian ini menguji pengaruh disiplin kerja, motivasi kerja dan lingkungan kerja terhadap kinerja karyawan. Sampel dalam penelitian ini adalah 30 karyawan Lion Air Group Distrik Yogyakarta di Hotel Grand Mercure-Ibis Adisucipto, sampel diambil dengan metode simple sampling jenuh. Alat analisis yang digunakan dalam penelitian adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa disiplin kerja berpengaruh positif terhadap kinerja karyawan, motivasi kerja berpengaruh positif kinerja karyawan, lingkungan kerja berpengaruh positif terhadap kinerja karyawan dan secara keseluruhan disiplin kerja, motivasi kerja dan lingkungan kerja mempengaruhi kinerja karyawan.

**Kata Kunci : Disiplin Kerja, Motivasi Kerja, Lingkungan Kerja dan Kinerja Karyawan.**

*Abstract*

***Effect of Work Discipline, Work Motivation and Work Environment  
on Employee Performance  
(Case Study: Lion Air Group Yogyakarta at the Grand Mercure-Ibis  
Adisucipto Hotel)***

*This study examines the effect of work discipline, work motivation and work environment on employee performance. The sample in this study were 30 Lion Air Group Yogyakarta District employees at the Grand Mercure-Ibis Adisucipto Hotel, samples were taken with the saturated simple sampling method. The analytical tool used in this research is multiple linear regression. The results showed that work discipline has a positive effect on employee performance, work motivation has a positive effect on employee performance, the work environment has a positive effect on employee performance and overall work discipline, work motivation and work environment affect employee performance.*

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