

ABSTRACT

THE EFFECT OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE WITH WORK ENVIRONMENT AS A MEDIATING VARIABLE (Case Study at PT. Citra Surya Indonesia)

This study aims to analyze the effect of work discipline and motivation on employee performance with the work environment as a mediating variable at PT. Citra Surya Indonesia. Employee performance, as a critical element in achieving organizational goals, is influenced by work discipline, motivation, and the work environment. This research employs a quantitative method using a survey of 105 employee respondents, with data analyzed through Partial Least Squares Structural Equation Modeling (PLS-SEM) using SmartPLS 4 software. The analysis results indicate that work discipline does not have a significant direct effect on employee performance (t -statistics = 0.719; p -values = 0.236). Conversely, work motivation has a significant positive effect on performance (t -statistics = 3.297; p -values = 0.001). The work environment also has a significant positive effect on performance (t -statistics = 2.792; p -values = 0.003). However, the work environment does not significantly mediate the relationship between motivation and performance. These findings confirm that work motivation and the work environment are the primary factors influencing employee performance, while work discipline plays a greater role in creating a conducive work environment. PT. Citra Surya Indonesia is advised to strengthen motivational programs and improve the work environment to boost employee productivity. This study is expected to provide practical contributions to human resource management and serve as a reference for future research.

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