

## ABSTRACT

*The effect of work environment, work discipline and work motivation on employee performance at PT Citra Wahana Tirta Indonesia.*

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*This research aims to analyze the influence of the work environment, work discipline and motivation on employee performance at PT CWT Indonesia. A good work environment, a high level of discipline and strong work motivation are important factors in influencing employee performance in industries operating in the service and transportation sectors. This research uses a survey method with a questionnaire as a data collection instrument. The research sample consisted of employees in various company divisions. The results of data analysis using multiple linear regression techniques show that the work environment, work discipline and work motivation significantly influence the performance of PT CWT Indonesia employees. The implication of this research is the importance of human resource management in creating a conducive work environment, building strong work discipline and increasing employee work motivation to support increased company performance. Productive and skilled human resources are a valuable asset for companies in facing increasingly tight industrial competition.*

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