EFFECT OF WORK ENVIRONMENT, WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS INTERVENING VARIABLE AT PT. NUSA MIGHTY GREAT KARIMUN REGENCY

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Abstract
This research was conducted to see the influence, environment, motivation and discipline on employee performance through job satisfaction. The research method used is descriptive quantitative which provides an explanation of the description of the research variables. Sampling using convenience sampling technique with a total sample of 90 employees of PT. Mighty Magnificent Shades. The data collection technique used an instrument in the form of a questionnaire for analysis. The instrument was calibrated using item validity and reliability coefficients. Validity was tested using SEM-PLS analysis with the help of SmartPLS software. From the results of the study, it is known that there is an environmental influence on job satisfaction. There is an influence of motivation on job satisfaction. There is no effect of discipline on job satisfaction. There is an environmental influence on performance. There is no influence of motivation on performance. There is an influence of discipline on performance. There is an effect of job satisfaction on performance.

Keywords: environment, motivation, discipline, motivation, job satisfaction, employee Performance

1. INTRODUCTION
According to Daft (2012:12) performance is the ability of an organization to achieve its goals by using resources efficiently. Every employee when carrying out work activities and duties as contained in the job description or position, the results are assessed after a certain grace period (Hadari, 2011: 2340). Performance as an achievement and work result obtained by a worker depends on the skill factor of the worker himself and its influence from circumstances outside the worker (external).

The work environment is an important thing for management to pay attention to in a company or organization. The work environment is an atmosphere where an employee does his job every day. Employees who are happy with their work environment will feel at home at work, and in carrying out their activities work time is used effectively and efficiently. The work environment according to Sedarmayanti (2017: 23) is a place where there are a number of groups in which there are several supporting facilities to achieve company goals according to the company's vision and mission. Mangkunegara (2015: 26) states that the work environment is everything that is around the workers or employees that can affect him in carrying out the activities and tasks he is assigned.

Motivation is a condition or energy that moves employees who are directed or directed to achieve the company's organizational goals (Mangkunegara, 2019: 61). Hadari (2011: 234) argues that motivation is a condition that encourages or causes a person to do an act or activity that is carried out consciously, although it is possible that in a forced state someone may do an activity that he does not like. Motivation is a process that cannot be observed but can be interpreted through the actions of individuals who behave, so that motivation is a mental construction. The position of motivation is parallel to the contents of the soul as creativity (cognition), intention (conation), and taste (emotion) which are tridaya. Activities that are driven by something that is not liked in the form of activities that are forced to be carried out tend to be ineffective and inefficient (Nawawi Hadari, 2010:351). Motivation is the desire to act (Wibowo, 2010:378). Motivation as a process
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that explains the intensity, direction and persistence of a person in trying to achieve his goals. (Wukir, 2013:115).

Discipline is a person's awareness and willingness to obey all applicable social rules and norms (Hasibuan, 2016). Discipline can also be interpreted as self-control so as not to do something that is contrary to the philosophy of a nation or state (Sulistyanti, 2011). Work discipline is defined when employees always come and go home on time, do all the work well, comply with all company regulations and applicable social norms. Discipline is the attitude of a person's willingness and willingness to obey and obey the regulatory norms that apply around him (Syahyuni, 2018).

Job satisfaction is a general attitude towards one's work, which shows the difference between the number of awards workers receive and the amount they believe they should receive (Wibowo, 2016: 415). Greenberg and Barom 2003 describe job satisfaction as a positive or negative attitude that individuals do to their work Wibowo (2016: 415). Job satisfaction is an individual's feelings and reactions to work, with indicators of feeling secure, happy, feeling successful, challenging work, getting proper justice, supportive working conditions, and personality compatibility with work. Job satisfaction according to Suparno (2015: 170) is a pleasant psychological condition or employee feeling that is very subjective and highly dependent on the individual concerned and his work environment.

1.1 Previous Research
The research of Tine Yuliantini and Reza Santoso (2020) with the aim of analyzing the effect of the work environment, work motivation on employee performance. Data collection techniques using observation, interviews and questionnaires. Analysis technique with saturated sample. The results obtained from the analysis using Partial Least Square (PLS) show that the work environment, work motivation, and work discipline partially have a positive and significant effect on employee job satisfaction. Similar research was conducted by Mamik (2010), Nur Ani Rozalia et al (2015) and Fani Iswara and Kustini (2021) which resulted in the same research variables.

1.2 Framework

1.3 Research Hypothesis

2. METODOLOGI
The research method used in this study is an approach using partial least squares (PLS) with a component or variant-based structural equation modeling (SEM) model. This method uses an alternative approach that shifts from a covariance-based structural equation modeling approach to a variance-based approach. Covariant-based structural equation models which generally test the relationship or causality, or theory and partial least squares are more predictive models. PLS which is a powerful analysis because it is not based on many assumptions. The data must be detected to be normally distributed, the use of the sample does not have to be large, the data can also be used to confirm the theory, because PLS analysis can be used to provide an explanation of whether or not there is a relationship between latent variables.

The number of samples from the slovin formula is 110 but the data collected are ready to be processed as many as 90 pieces by using collection methods in the form of questionnaires, interviews and documentation.

3. RESEARCH RESULTS
3.1 Descriptive Test Results

<table>
<thead>
<tr>
<th>Table 1 Questionnaire Return Rate</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Questionnaire distributed</td>
<td>110</td>
<td></td>
</tr>
<tr>
<td>Returning Questionnaire</td>
<td>90</td>
<td>82%</td>
</tr>
<tr>
<td>Questionnaire not returned</td>
<td>13</td>
<td>12%</td>
</tr>
<tr>
<td>Broken questionnaire (not filled in)</td>
<td>7</td>
<td>6%</td>
</tr>
<tr>
<td>Questionnaire that is ready to be processed</td>
<td>90</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Analysis Data, 2022

The return rate of the questionnaires that have been distributed is 82% or as many as 90 data are ready to be processed and then the data are grouped descriptively.

<table>
<thead>
<tr>
<th>Table 2 Respondent's Gender</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>69</td>
<td>77%</td>
</tr>
<tr>
<td>Woman</td>
<td>21</td>
<td>23%</td>
</tr>
<tr>
<td>Amount</td>
<td>90</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Primary Analysis Data, 2022

Based on gender, it is known that 69 male employees or 77% dominate filling out the questionnaire.

<table>
<thead>
<tr>
<th>Table 3 Respondent's Gender</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age 18-25</td>
<td>21</td>
<td>23%</td>
</tr>
<tr>
<td>Age 25-40</td>
<td>37</td>
<td>41%</td>
</tr>
<tr>
<td>Age 40-50</td>
<td>20</td>
<td>22%</td>
</tr>
<tr>
<td>Over 50 years old</td>
<td>12</td>
<td>13%</td>
</tr>
<tr>
<td>Amount</td>
<td>90</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Primary Analysis Data, 2022

Most respondents are in the age range of 25-40 which is the productive age of employees who work at PT. The feel of the Majestic Mighty Karimun.

3.2 Testing Outer Model, with Convergent Validity, Discriminant Validity

Testing the outer model using the SmartPLS method is an alternative method of Structural Equation Modeling (SEM) whose use is to solve problems in the relationship between variables that are very complex but have a small sample size and have nonparametric assumptions, meaning that they do not refer to one particular distribution. Convergent validity is used by looking at the
validity indicators (item reliability) displayed by the loading factor value. The loading factor value greater than 0.70 is declared valid.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Outer Loading</th>
<th>Variable</th>
<th>Indicator</th>
<th>Outer Loading</th>
<th>Variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>X1.1</td>
<td>0.834</td>
<td>Environment</td>
<td>Z1</td>
<td>0.808</td>
<td>Satisfaction</td>
</tr>
<tr>
<td>X1.2</td>
<td>0.904</td>
<td></td>
<td>Z2</td>
<td>0.837</td>
<td></td>
</tr>
<tr>
<td>X1.3</td>
<td>0.781</td>
<td></td>
<td>Z3</td>
<td>0.843</td>
<td></td>
</tr>
<tr>
<td>X2.1</td>
<td>0.768</td>
<td>Motivation</td>
<td>Z4</td>
<td>0.731</td>
<td></td>
</tr>
<tr>
<td>X2.2</td>
<td>0.846</td>
<td></td>
<td>Y1</td>
<td>0.763</td>
<td>Performance</td>
</tr>
<tr>
<td>X2.3</td>
<td>0.885</td>
<td></td>
<td>Y2</td>
<td>0.890</td>
<td></td>
</tr>
<tr>
<td>X3.1</td>
<td>0.827</td>
<td>Discipline</td>
<td>Y3</td>
<td>0.871</td>
<td></td>
</tr>
<tr>
<td>X3.2</td>
<td>0.851</td>
<td></td>
<td>Y4</td>
<td>0.802</td>
<td></td>
</tr>
<tr>
<td>X3.3</td>
<td>0.770</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X3.4</td>
<td>0.765</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Analysis Data, 2022

Based on the results of the loading factor test, all items of the environmental, motivation, discipline, satisfaction and performance level construct values are in accordance with the standard value of convergent validity because the factor items are worth above 0.70 thus it can be concluded that all constructs are valid.

The display of the results of the outer model produces several test results that show the AVE index, composite reliability, R-Square, Cronbach's alpha described in the following table:

<table>
<thead>
<tr>
<th>Var</th>
<th>AVE</th>
<th>Composite Reliability</th>
<th>Cronbach's Alpha</th>
</tr>
</thead>
<tbody>
<tr>
<td>X1</td>
<td>0.708</td>
<td>0.879</td>
<td>0.792</td>
</tr>
<tr>
<td>X2</td>
<td>0.696</td>
<td>0.873</td>
<td>0.780</td>
</tr>
<tr>
<td>X3</td>
<td>0.647</td>
<td>0.880</td>
<td>0.819</td>
</tr>
<tr>
<td>Z1</td>
<td>0.650</td>
<td>0.881</td>
<td>0.822</td>
</tr>
<tr>
<td>Y1</td>
<td>0.694</td>
<td>0.900</td>
<td>0.852</td>
</tr>
</tbody>
</table>

Source: Primary Analysis Data, 2022
The variable meets composite reliability because its value is above the required number, which is above 0.7 and 0.5 which already meets the requirements of the reliable criteria.

Table 6 Value Cross Loading Dependent dan Independent

<table>
<thead>
<tr>
<th>Variabel</th>
<th>X1</th>
<th>X2</th>
<th>X3</th>
<th>Z</th>
<th>Y</th>
</tr>
</thead>
<tbody>
<tr>
<td>X1.1</td>
<td>0.834</td>
<td>0.660</td>
<td>0.614</td>
<td>0.631</td>
<td>0.734</td>
</tr>
<tr>
<td>X1.2</td>
<td>0.904</td>
<td>0.555</td>
<td>0.599</td>
<td>0.507</td>
<td>0.611</td>
</tr>
<tr>
<td>X1.3</td>
<td>0.781</td>
<td>0.768</td>
<td>0.680</td>
<td>0.612</td>
<td>0.653</td>
</tr>
<tr>
<td>X2.1</td>
<td>0.612</td>
<td>0.768</td>
<td>0.680</td>
<td>0.612</td>
<td>0.680</td>
</tr>
<tr>
<td>X2.2</td>
<td>0.632</td>
<td>0.846</td>
<td>0.519</td>
<td>0.608</td>
<td>0.519</td>
</tr>
<tr>
<td>X2.3</td>
<td>0.641</td>
<td>0.885</td>
<td>0.614</td>
<td>0.645</td>
<td>0.614</td>
</tr>
<tr>
<td>X3.1</td>
<td>0.669</td>
<td>0.751</td>
<td>0.827</td>
<td>0.642</td>
<td>0.779</td>
</tr>
<tr>
<td>X3.2</td>
<td>0.552</td>
<td>0.559</td>
<td>0.851</td>
<td>0.515</td>
<td>0.645</td>
</tr>
<tr>
<td>X3.3</td>
<td>0.531</td>
<td>0.501</td>
<td>0.770</td>
<td>0.395</td>
<td>0.653</td>
</tr>
<tr>
<td>X3.4</td>
<td>0.411</td>
<td>0.467</td>
<td>0.765</td>
<td>0.712</td>
<td>0.541</td>
</tr>
</tbody>
</table>

Table 6 Value Cross Loading Dependent dan Independent

<table>
<thead>
<tr>
<th>Variabel</th>
<th>X1</th>
<th>X2</th>
<th>X3</th>
<th>Z</th>
<th>Y</th>
</tr>
</thead>
<tbody>
<tr>
<td>Z1</td>
<td>0.619</td>
<td>0.719</td>
<td>0.695</td>
<td>0.800</td>
<td>0.812</td>
</tr>
<tr>
<td>Z2</td>
<td>0.577</td>
<td>0.531</td>
<td>0.487</td>
<td>0.837</td>
<td>0.595</td>
</tr>
<tr>
<td>Z3</td>
<td>0.580</td>
<td>0.619</td>
<td>0.510</td>
<td>0.843</td>
<td>0.612</td>
</tr>
<tr>
<td>Z4</td>
<td>0.497</td>
<td>0.496</td>
<td>0.365</td>
<td>0.731</td>
<td>0.481</td>
</tr>
<tr>
<td>Y1</td>
<td>0.627</td>
<td>0.641</td>
<td>0.466</td>
<td>0.712</td>
<td>0.763</td>
</tr>
<tr>
<td>Y2</td>
<td>0.770</td>
<td>0.739</td>
<td>0.778</td>
<td>0.686</td>
<td>0.890</td>
</tr>
<tr>
<td>Y3</td>
<td>0.739</td>
<td>0.674</td>
<td>0.771</td>
<td>0.658</td>
<td>0.871</td>
</tr>
<tr>
<td>Y4</td>
<td>0.520</td>
<td>0.654</td>
<td>0.701</td>
<td>0.600</td>
<td>0.802</td>
</tr>
</tbody>
</table>

Source: Primary Analysis Data, 2022

The value of cross loading on each construct that has a value of more than 0.70, which shows that the manifest variable in this study has correctly explained that the latent variable and is proven by all the items is valid.

Figure 3 Test Results with Bootstrapping

Bootstrapping procedure is used to provide a reassessment of the significance of the influence between variables, with a significance value used (two-tailed), t-value of 1.96 (significance level 5).

3.3. Testing R2 (R-Square) or Test of Determination
The interpretation of the output results of the R-Square value can be described as follows:
1. From the data in table 4.9, it shows that the R-Square value of the endogenous construct is 0.817. This value explains that environmental variables, motivation and discipline have an influence on performance variables of 81.7%, and the rest is influenced by other variables not examined in this study.
2. The R-Square value of the intervening construct is 0.617. This value explains the environmental variables, motivation and discipline with job satisfaction as an intervening on employee performance of 61.7% and the rest is influenced by other variables not examined in this study.

Testing Q2 (Q-Square)
This calculation is used for the purpose of assessing the magnitude of the diversity of the research data, the calculations can be explained as follows:

\[ Q_2 = 1 - (1 - R_{12}) (1 - R_{22}) (1 - R_{p2}) \]
\[ = 1 - (1 - 0.817) x (1 - 0.617) \]
\[ = 1 - 0.07 \]
\[ = 0.93 \]

The calculation results show the Q2 value of 0.93 which means that the diversity of research data can be explained by the structural model developed in this study, which is 93%. Thus, the structural model in this study has a good goodness of fit. From the test results using R2, Q2 and goodness of fit, it shows that the model formed is robust or the model is said to have predictive relevance.

3.4. Pengujuan Hipotesis
1. The environmental construct has a t-statistic value of 2.234 which is greater than the t-table value of 1.96 and a p-value of 0.026 which is smaller than 0.05. Proven hypothesis.
2. The motivational construct has a t-statistic value of 3.511 which is greater than the t-table value of 1.96 and the p-values of 0.000 are smaller than 0.05. Proven hypothesis.
3. The discipline construct has a t-statistic value of 1.510 which is smaller than the t-table value of 1.96 and a p-value of 0.132 which is greater than 0.05. Hypothesis not proven.
4. The environmental construct has a t-statistic value of 2.587 which is greater than the t-table value of 1.96 and a p-value of 0.010 which is smaller than 0.05. Proven hypothesis.
5. The motivational construct has a t-statistic value of 1.779 which is smaller than the t-table value of 1.96 and a p-value of 0.076 which is greater than 0.05. Hypothesis not proven.
6. The discipline construct has a t-statistic value of 3.995 which is greater than the t-table value of 1.96 and the p-values of 0.000 are smaller than 0.05. Proven hypothesis.
7. The job satisfaction construct has a t-statistic value of 3.668 which is greater than the t-table value of 1.96 and the p-values of 0.000 are smaller than 0.05. Proven hypothesis.
Figure 4 PLS-algorithm Display with Moderating

From the picture, there is no moderation on the environmental variable on employee performance through job satisfaction (no mediation/intervening). The motivation variable on employee performance through job satisfaction is moderated by job satisfaction (no mediation/intervening) and the work discipline variable on employee performance through job satisfaction is not moderated (no mediation/intervening).

4. RESULTS AND DISCUSSION

4.1 Effect of work environment on job satisfaction
The work environment has an effect on job satisfaction. These results indicate that the work environment has a significant effect on job satisfaction directly. In this case that the work environment plays a role in job satisfaction is very possible and can be said to be able to provide satisfaction guarantees to employees, while if the environment is not conducive it will lead to job dissatisfaction among employees. The results of this study are the same as research conducted by Tine and Reza (2020) which explains the effect of the work environment on job satisfaction that the work environment has a positive and significant effect on employee job satisfaction. Sugiono and Pratistia (2018) also mention the same thing about the work environment where a healthy and safe and comfortable work environment can increase employee work productivity because it can create a sense of pleasure in employees. The work environment according to Sedarmayanti (2017: 23) is a place where a number of groups in which there are several supporting facilities to achieve company goals according to the company's vision and mission.

Working environment conditions at PT. Nuansa Megah Perkasa provides a measure of hope for employees at work. So that the work environment provides a sense of security and comfort in carrying out every work action. The implementation of work that is supported by an environment that provides facilities for the work implementation process will have a positive impact on work results in the form of job satisfaction for employees with the environmental impact it causes. Based on this description, the hypothesis of the work environment variable on job satisfaction is positive and significant.

4.2 The effect of work motivation on job satisfaction
Work motivation has an effect on job satisfaction. These results show that work motivation has a significant effect on job satisfaction directly. The same study was conducted by Ni Kadek et al (2015) which stated that there was a positive and significant influence of motivation on job satisfaction. According to Hadari (2011: 234) who argues that motivation is a condition that encourages or causes a person to do an act or activity that is carried out consciously, although it is possible that in a forced state someone may do an activity that he does not like. Based on this description, the variable of work motivation on job satisfaction is positive and significant.

4.3 The effect of work discipline on job satisfaction
Work discipline has no effect on job satisfaction. These results indicate that work discipline does not have a significant effect on job satisfaction directly. Discipline is a mental attitude that is reflected in the actions or behavior of individuals, groups, or communities, in the form of
obedience (obedience) to regulations set by the government or ethics, norms, and rules that apply in society for certain purposes. Discipline is the attitude of a person's willingness and willingness to obey and obey the regulatory norms that apply around him (Syahyuni, 2018). The higher the level of employee discipline, the higher the effect on increasing job satisfaction. The level of discipline shown by some employees has begun to fade so that it becomes a problem for job satisfaction. The same research was investigated by Munir et al (2020) who explained that employee work discipline was found to have no significant effect on job satisfaction. Based on this description, the variable of work discipline on job satisfaction is declared negative or has no effect.

4.4 The influence of the work environment on employee performance through job satisfaction
The work environment affects employee performance through job satisfaction. These results indicate that the work environment has a significant influence on employee performance through indirect job satisfaction. The more comfortable the work environment in the workplace, the perceived employee results in an increase in employee performance.

A pleasant work environment will play an active and important role for employees to increase their work productivity, so that the environment will be good if employees can also make a major contribution to the company, either directly or indirectly. This research is supported by Audrey and Dhyah (2017), Lyta and Harmon (2017) and Ronald and Hotlin (2019), all of which show positive and significant results between the work environment and employee performance. Based on this description, the work environment variable on employee performance through job satisfaction is positive and significant.

4.5 The effect of work motivation on employee performance through job satisfaction
Work motivation has no effect on employee performance through job satisfaction. These results indicate that work motivation does not have a significant effect on employee performance through direct job satisfaction. Activities that tend to be disliked by employees in the form of activities that are forced to be carried out tend to be ineffective. Because his motivation makes people do something different from his performance. A similar study was conducted by Indra and Fajar (2019) which stated that motivation had a positive but not significant effect on employee performance. The same research was conducted by Yuli Suwati (2013), Harry Murti and Veronika (2013) which stated that motivation had no effect on employee performance. Based on this description, the motivation variable on employee performance through job satisfaction is stated to be negative and has no effect.

4.6 The effect of work discipline on employee performance through job satisfaction
Work discipline affects employee performance through job satisfaction. These results indicate that work discipline has a significant effect on employee performance through direct job satisfaction. Similar research was conducted by Apfia Ferawati (2017), Novitas et al (2018), Ririn and Hadi (2016) which result that work discipline has an effect on employee performance. Based on this description, the variable of work discipline on employee performance through job satisfaction is positive and significant.

4.7 The effect of job satisfaction on employee performance
Job satisfaction has an effect on employee performance. These results indicate that job satisfaction has a significant effect on employee performance directly. The greater the job satisfaction felt by the employee, the greater the employee's performance will be. Because job satisfaction according to Handoko (2014) is an emotional state that is pleasant or unpleasant for employees/employees looking at their work. That each person has a different level of job satisfaction in accordance with the values that apply to him. Someone will feel satisfied working in an organization beyond high commitment. This means that job satisfaction affects work effectiveness and employee performance. Research conducted by Rosmaini and Hasrudi (2019), Rizal Nabawi (2019) states that job satisfaction affects employee performance. Based on this description, the variable of job satisfaction on employee performance is positive and significant.
5. CONCLUSIONS AND SUGGESTIONS

5.1. Conclusion
1. The work environment variable on job satisfaction is proven to have an influence between variables so that the first hypothesis is accepted.
2. The variable of work motivation on job satisfaction is proven to have an influence between variables so that the second hypothesis is accepted.
3. The variable of work discipline on job satisfaction is not proven to have an influence between variables so that the third hypothesis is rejected.
4. The work environment variable on employee performance is proven to have an influence between variables so that the fourth hypothesis is accepted.
5. The variable of work motivation on employee performance is not proven to have an influence between variables so that the fifth hypothesis is rejected.
6. The variable of work discipline on employee performance is proven to have an influence between variables so that the sixth hypothesis is accepted.

5.2. Suggestion
1. Environmental variables require additional supporting theories to get maximum results.
2. The motivational variable directly has a positive value but does not have a mediating effect (intervening). It is necessary to sharpen the contents of the questionnaire so that respondents understand clearly.
3. Discipline variables also have limitations, both directly and indirectly, which lead to a lack of understanding of the contents of the questionnaire. Additional theory is needed to provide maximum effect from the questionnaire questions.
4. The variable of job satisfaction on employee performance has given a maximum value, but it should be noted that the effect of satisfaction does not contribute mediate but either directly.
5. The intervening variable job satisfaction does not mediate the relationship between the independent construct to the dependent construct. This means that the presence or absence of intervening variables will not make employee performance decrease. We recommend that the use of the intervening model needs to be reconsidered for further research.
6. The answers to the questions in the questionnaire are most likely not fully understood by the respondents so that data processing tests do not have the goodness of research data. The data still shows the level of weakness (low) for processing.
7. Development of several other variables is needed because the research variables are too close (similar), such as the use of compensation variables to increase employee satisfaction and performance.

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