

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

Nurul Hizam¹, Indrayani², I Wayan Catrayasa³, Mohamad Gita Indrawan⁴

^{1,2,3,4}Master of Management Study Program, Faculty of Economics and Business, Universitas Batam

Email : gemijo13@gmail.com

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

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

Nurul Hizam, Indrayani, I Wayan Catrayasa, Mohamad Gita Indrawan

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 (Sulistiyanti, 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 Yulianti 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

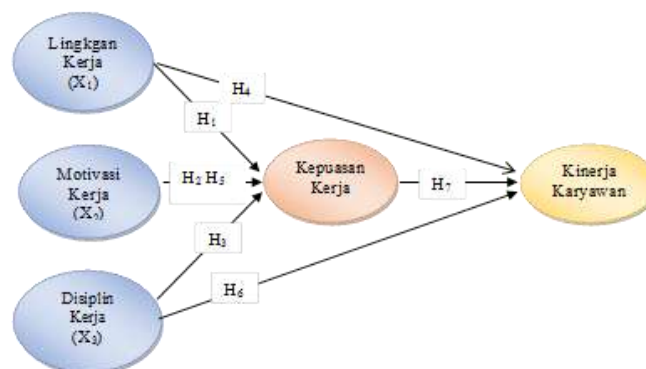


Image 1 Framework

1.3 Research Hypothesis

Adapun hipotesis yang dapat diajukan adalah, (1) Terdapat pengaruh antara lingkungan kerja terhadap kepuasan kerja. (2) Terdapat pengaruh antara motivasi kerja terhadap kepuasan kerja. (3) Terdapat pengaruh antara disiplin terhadap kepuasan kerja. (4) Terdapat pengaruh langsung antara lingkungan kerja terhadap kinerja karyawan melalui kepuasan kerja. (5) Terdapat pengaruh langsung antara motivasi kerja terhadap kinerja karyawan melalui kepuasan kerja. (6) Terdapat pengaruh langsung antara disiplin terhadap kinerja karyawan melalui kepuasan kerja. (7) Terdapat pengaruh langsung antara kepuasan kerja terhadap kinerja karyawan.

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 1 Questionnaire Return Rate

	Amount	Percentage
Questionnaire distributed	110	
Returning Questionnaire	90	82%
Questionnaire not returned	13	12%
Broken questionnaire (not filled in)	7	6%
Questionnaire that is ready to be processed	90	

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 2 Respondent's Gender

Respondent's Gender	Frequency	Percentage
Man	69	77%
Woman	21	23%
Amount	90	100%

Source: Primary Analysis Data, 2022

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

Table 3 Respondent's Gender

Respondent Age	Frequency	Percentage
Age 18-25	21	23%
Age 25-40	37	41%
Age 40-50	20	22%
Over 50 years old	12	13%
Amount	90	100%

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

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

Nurul Hizam, Indrayani, I Wayan Catrayasa, Mohamad Gita Indrawan

validity indicators (item reliability) displayed by the loading factor value. The loading factor value greater than 0.70 is declared valid.

Table 4 Load factor value

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

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.

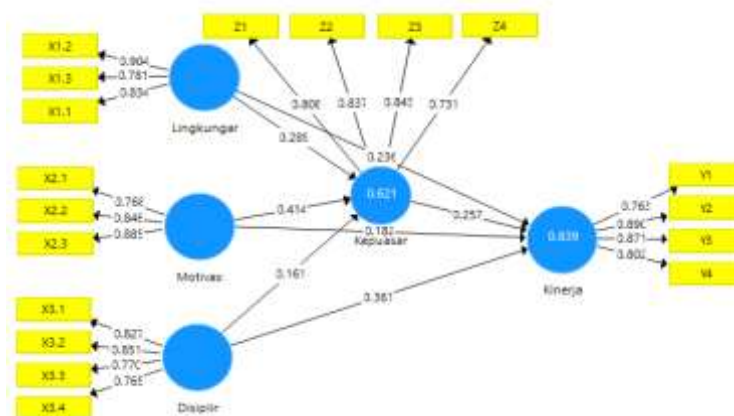


Figure 2 Outer Model Test Results

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 5 Convergent Validity

Var	AVE	Composite Reliability	Cronbach's Alpha
X1	0.708	0.879	0.792
X2	0.696	0.873	0.780
X3	0.647	0.880	0.819
Z1	0.650	0.881	0.822
Y1	0.694	0.900	0.852

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

Variabel	X1	X2	X3	Z	Y
X1.1	0,834	0,660	0,614	0,631	0,734
X1.2	0,904	0,555	0,599	0,507	0,611
X1.3	0,781	0,768	0,680	0,612	0,653
X2.1	0,612	0,768	0,680	0,612	0,680
X2.2	0,632	0,846	0,519	0,608	0,519
X2.3	0,641	0,885	0,614	0,645	0,614
X3.1	0,669	0,751	0,827	0,642	0,779
X3.2	0,552	0,559	0,851	0,515	0,645
X3.3	0,531	0,501	0,770	0,395	0,653
X3.4	0,411	0,467	0,765	0,712	0,541

Variabel	X1	X2	X3	Z	Y
Z1	0,619	0,719	0,695	0,800	0,812
Z2	0,577	0,531	0,487	0,837	0,595
Z3	0,580	0,619	0,510	0,843	0,612
Z4	0,497	0,496	0,365	0,731	0,481
Y1	0,627	0,641	0,466	0,712	0,763
Y2	0,770	0,739	0,778	0,686	0,890
Y3	0,739	0,674	0,771	0,658	0,871
Y4	0,520	0,654	0,701	0,600	0,802

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.

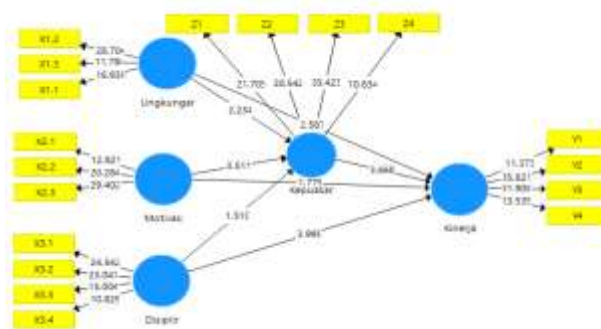


Figure 3 Test Results with Bootstrapping

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

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

Nurul Hizam, Indrayani, I Wayan Catrayasa, Mohamad Gita Indrawan

Tabel 7 Valie R-Square

Item	R Square	R Square Adjusted
Y1	0,817	0,810
Z1	0,617	0,604

Source: Primary Analysis Data, 2022

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:

$$\begin{aligned}
 Q2 &= 1 - (1 - R_{12}) (1 - R_{22}) (1 - R_{p2}) \\
 Q2 &= 1 - (1 - 0,817) \times (1 - 0,617) \\
 &= 1 - 0,07 \\
 &= 0,93
 \end{aligned}$$

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. Pengujian 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.

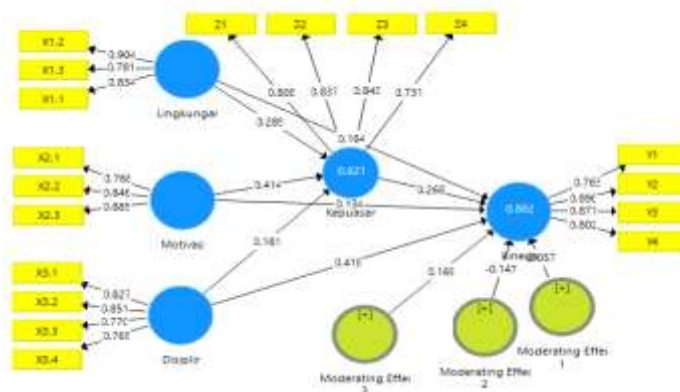


Figure 4 PLS-algorithm Display with Moderating

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

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

Nurul Hizam, Indrayani, I Wayan Catrayasa, Mohamad Gita Indrawan

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. but 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 on employee performance 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 mediately 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.

REFERENCES

- Ades Galid Anto, dkk. 2015. *Sistem Pendukung Keputusan Penilaian Kinerja Karyawan Menggunakan Metode SAW (Simple Additive Weighting)* di Universitas Muhammadiyah Purwokerto. Jurnal Juita vol. III No. 4. ISSN: 2086-9398
- Andi Adam, dkk. 2021. *Pengaruh Motivasi dan Kepemimpinan Terhadap Kepuasan Kerja dan Kinerja Karyawan pada PT. Primalaya Citra Mandiri (Datascrub service centre) di Indonesia*. Jurnal Ekonomi Kiat vol. 32 No.1 ISS: 1410-3834
- Apfia Ferawati. 2017. *Pengaruh Lingkungan Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan*. Jurnal Agora, Vol. 5 No.1
- Audrey Josephine dan Dhyah Harijanti. 2017. *Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan Pada Bagian Produksi Melalui Motivasi Kerja Sebagai Variabel Intervening Pada PT. Trio Corporate Plastic (Tricopla)*. Jurnal Agora. Vol.5 No.3.
- Bustani, B., Khaddafi, M., & Nur Ilham, R. (2022). REGIONAL FINANCIAL MANAGEMENT SYSTEM OF REGENCY/CITY REGIONAL ORIGINAL INCOME IN ACEH PROVINCE PERIOD YEAR 2016-2020. *International Journal of Educational Review, Law And Social Sciences (IJERLAS)*, 2(3), 459–468. <https://doi.org/10.54443/ijerlas.v2i3.277>

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

Nurul Hizam, Indrayani, I Wayan Catrayasa, Mohamad Gita Indrawan

- Fahrudin, Holisin. 2011. *Cara Praktis Memahami Penulisan, Karya Ilmiah, Artikel Ilmiah dan Hasil Penelitian*. Penerbit STIM YKPN, Yogyakarta, hlm.32
- Falahuddin, F., Fuadi, . F., Munandar, M., Juanda, R. ., & Nur Ilham, R. . (2022). INCREASING BUSINESS SUPPORTING CAPACITY IN MSMES BUSINESS GROUP TEMPE BUNGONG NANGGROE KERUPUK IN SYAMTALIRA ARON DISTRICT, UTARA ACEH REGENCY. *IRPITAGE JOURNAL*, 2(2), 65–68. <https://doi.org/10.54443/irpitage.v2i2.313>
- Fani Iswara, Kustini. 2021. *Pengaruh Disiplin Kerja dan Keterlibatan Kerja Terhadap Kepuasan Kerja Karyawan PT. Risky Lintas Samudera Surabaya*. Jurnal Briliant Riset dan Konseptual. Vol.6 No.3 Agustus.
- Fikri Hakim dkk. 2020. *Pengaruh Motivasi Kerja, Disiplin Kerja dan Lingkungan Kerja Terhadap Kepuasan Kerja (Studi kasus pada karyawan PT Bank BRI Syariah Tbk Kc Jakarta Wahid Hasyim*. Jurnal STIE Indonesia
- Geovani, I. ., Nurkhotijah, S. ., Kurniawan, H. ., Milanie, F., & Nur Ilham, R. . (2021). Juridical Analysis Of Victims Of The Economic Exploitation Of Children Under The Age To Realize Legal Protection From Human Rights Aspects: Research Study At The Office Of Social And Community Empowerment In Batam City. *International Journal of Educational Review, Law And Social Sciences (IJERLAS)*, 1(1), 45–52. <https://doi.org/10.54443/ijerlas.v1i1.10>
- Harry Murti dan Veronika Srimulyani. 2013. *Pengaruh Motivasi Terhadap Kinerja Pegawai Dengan Variabel Pemediasi Kepuasan Kerja Pada PDAM Kota Madiun*. Jurnal Riset Manajemen dan Akuntansi Vo.1 No. 1 Februari.
- Ilham, Rico Nur. *et all* (2019). Investigation of the Bitcoin Effects on the Country Revenues via Virtual Tax Transactions for Purchasing Management. *International Journal of Suplly Management*. Volume 8 No.6 December 2019.
- Ilham, Rico Nur. *et all* (2019).. Comparative of the Supply Chain and Block Chains to Increase the Country Revenues via Virtual Tax Transactions and Replacing Future of Money. *International Journal of Suplly Management*. Volume 8 No.5 August 2019.
- Indra Marjaya dan Fajar Pasaribu. 2019. *Pengaruh Kepemimpinan, Motivasi dan Pelatihan Terhadap Kinerja Pegawai*. Jurnal Ilmiah Magister Manajemen Vo.2 No.1 Maret. ISSN: 2623-2634.
- Indria Hangga Rani, dan Mega Mayasari. 2015. *Pengaruh Penilaian Kinerja Terhadap Kinerja Karyawan Dengan Motivasi Sebagai Variabel Moderasi*. Jurnal Akuntansi, Ekonomi dan Manajemen Bisnis, vol.3 no.2
- Jessica Bosari, Edited By: Bronwyn Harris, Last Modified Date: 01 May 2016, Copyright Protected: Conjecture Corporation.
- Lasta Irawan, A. ., Briggs, D. ., Muhammad Azami, T. ., & Nurfaliza, N. (2021). THE EFFECT OF POSITION PROMOTION ON EMPLOYEE SATISFACTION WITH COMPENSATION AS INTERVENING VARIABLES: (Case Study on Harvesting Employees of PT. Karya Hevea Indonesia). *International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)*, 1(1), 11–20. <https://doi.org/10.54443/ijset.v1i1.2>
- likdanawati, likdanawati, Yanita, Y., Hamdiah, H., Nur Ilham, R., & Sinta, I. (2022). Effect Of Organizational Commitment, Work Motivation And Leadership Style On Employee Performance Of Pt. Aceh Distribus Indo Raya. *International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)*, 1(8), 377–382. <https://doi.org/10.54443/ijset.v1i8.41>
- Lyta Lestary dan Harmon. 2017. *Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan*. Jurnal Riset Bisnis dan Investasi. Vol.3 No.2 Agustus. ISSN:2460-8211

- M. Sandi Marta dan Budi. 2019. *Lingkungan Kerja, Mungkinkah Tidak Berpengaruh Terhadap Kepuasan Kerja*. Jurnal Manajerial, vol.18 no.1 ISSN: 1412-6613.
- Ma'ruf dan Ummul Chair. 2020. *Pengaruh Motivasi Kerja terhadap kinerja karyawan PT Nirha Jaya Tehnik Makasar*. Jurnal Brand. Vol.2 No.1 Juni.
- Majied Sumatrani Saragih, M. ., Hikmah Saragih, U. ., & Nur Ilham, R. . (2021). Relationship Between Motivation And Extrinsic Motivation To Icreasing Entrepreneurship Implementation From Spp Al-Falah Group At Blok 10 Village Dolok Masihul. *Morfai Journal*, 1(1), 1–12. <https://doi.org/10.54443/morfai.v1i1.11>
- Mamik. 2010. *Pengaruh Gaya Kepemimpinan, Motivasi Kerja dan Komitmen Organisasi Terhadap Kinerja Karyawan*. Jurnal Majalah Ekonomi. Tahun XX No.1 April.
- Mauritz Lumentut dan Lucky Dotulong. 2015. *Pengaruh Motivasi, Disiplin dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan pada PT Bank Sulut Cabang Airmadidi*. Jurnal EMBA Vo. 3 No.1 Maret ISSN:2302-1174.
- Nazir, Moch. 2014., *Metode Penelitian*. Penerbit PT. Ghalia Indonesia hlm. 70
- Novita W. Setyawati, Nur Ade dan Endah Prawesti. 2018. *Stres Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan*. Jurnal Riset Manajemen dan Bisnis Fakultas Uniat Vo. 3 No.3 Oktober.
- Nur Afni, Hamida Utami, Ika Ruhana. 2015. *Pengaruh Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan (studi kasus pada karyawan PT. Pattindo Malang)*. Jurnal Administrasi Bisnis, Vol.26 No.2 September.
- Nur Ilham, R. ., Arliansyah, A., Juanda, R., Multazam, M. ., & Saifanur, A. . (2021). RELATHIONSIP BETWEEN MONEY VELOCITY AND INFLATION TO INCREASING STOCK INVESTMENT RETURN: EFFECTIVE STRATEGIC BY JAKARTA AUTOMATED TRADING SYSTEM NEXT GENERATION (JATS-NG) PLATFORM. *International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBA)*, 1(1), 87–92. <https://doi.org/10.54443/ijeabas.v1i1.27>
- Nur Ilham, R., Heikal, M. ., Khaddafi, M. ., F, F., Ichsan, I., F, F., Abbas, D. ., Fauzul Hakim Hasibuan, A. ., Munandar, M., & Chalirafi, C. (2021). Survey of Leading Commodities Of Aceh Province As Academic Effort To Join And Build The Country. *IRPITAGE JOURNAL*, 1(1), 13–18. <https://doi.org/10.54443/irpitage.v1i1.19>
- Nur ilham, R., Likdanawati, L., Hamdiah, H., Adnan, A., & Sinta, I. . (2022). COMMUNITY SERVICE ACTIVITIES “SOCIALIZATION AVOID STUDY INVESTMENT” TO THE STUDENT BOND OF SERDANG BEDAGAI. *IRPITAGE JOURNAL*, 2(2), 61–64. <https://doi.org/10.54443/irpitage.v2i2.312>
- Priatno Duwi, 2010, *Cara Kilat Belajar Analisis Data dengan SPSS 20*, Penerbit Andi Yogyakarta., hlm.8
- Purwanto., 2012. *Instrumen Penelitian Sosial dan Pendidikan (Pengembangan dan Pemanfaatan)*., Penerbit Pustaka Pelajar, Yogyakarta., hlm. 83.
- Rahmaniar, R., Subhan, S., Saharuddin, S., Nur Ilham, R. ., & Anwar, K. . (2022). The Influence Of Entrepreneurship Aspects On The Success Of The Chips Industry In Matang Glumpang Dua And Pantan Pump. *International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)*, 1(7), 337–348. <https://doi.org/10.54443/ijset.v1i7.36>
- Ririn Indahsari dan Hady Siti Hadijah. 2016. *Peningkatan Kinerja Pegawai Melalui Kepuasan Kerja dan Disiplin Kerja*. Jurnal Pendidikan Manajemen Perkantoran Vo. 1 No.1 Agustus.
- Rizal Nabawi. 2019. *Pengaruh Lingkungan Kerja, Kepuasan Kerja dan Beban Kerja Terhadap Kinerja Pegawai*. Jurnal Ilmiah Magister Manajemen, vol. 2 No.2 September. ISSN: 2623-2634
- Ronal Dora Sihalohe dan Hotlin Siregar. 2019. *Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan Pda PT. Super Setia Sagita Medan*. Jurnal Ilmiah Socio Sectrum, Vol.9 No.2 November.

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

Nurul Hizam, Indrayani, I Wayan Catrayasa, Mohamad Gita Indrawan

-
- Rosmaini dan Hasrudy Tanjung. 2019. *Pengaruh Kompetensi, Motivasi dan Kepuasan Kerja Terhadap Kinerja Pegawai*. Jurnal Ilmiah Magister Manajemen, Vol. 2 No.1 Maret. ISSN: 2623-2634
- Rumengan, dkk. 2015. *Metodologi Penelitian Kuantitatif*. Penerbit Perdana Publishing, Medan., hlm.45
- Rumengan, Jemmi. 2010. *Metodologi Penelitian dengan SPSS*. Penerbit UNIBA PRESS, Cetakan Pertama. Batam., hlm. 39
- Sahira. 2018. *Pengaruh Lingkungan Kerja Terhadap Kepuasan Kerja Pegawai Pada Kantor Dinas Perhubungan Kota Makasar*. Jurnal FE Bisnis UMM Makasar.
- Sandi, H., Afni Yunita, N. ., Heikal, M. ., Nur Ilham, R. ., & Sinta, I. . (2021). Relationship Between Budget Participation, Job Characteristics, Emotional Intelligence And Work Motivation As Mediator Variables To Strengthening User Power Performance: An Emperical Evidence From Indonesia Government. *Morfai Journal*, 1(1), 36–48. <https://doi.org/10.54443/morfai.v1i1.14>
- Sarwono Jonathan, 2012. *Metode Riset Skripsi Pendekatan Kuantitatif*, Penerbit PT Elex Mediakomputindo, Jakarta
- Sinta, I. ., Nur Ilham, R., Kumala Sari, D. ., M, M., Khaidir, K., & Ekamaida, E. (2021). Training The Processing Of Tomato Sauce For A Home-Based Business The Scale Of SMES. *IRPITAGE JOURNAL*, 1(1), 26–28. <https://doi.org/10.54443/irpitage.v1i1.24>
- Sinurat, M. ., Heikal, M. ., Simanjuntak, A. ., Siahaan, R. ., & Nur Ilham, R. . (2021). Product Quality On Consumer Purchase Interest With Customer Satisfaction As A Variable Intervening In Black Online Store High Click Market: Case Study on Customers of the Tebing Tinggi Black Market Online Store. *MORFAI JOURNAL*, 1(1), 13–21. <https://doi.org/10.54443/morfai.v1i1.12>
- Sudarmanto, 2014. *Kinerja dan Pengembangan Kompetensi SDM, Teori, Dimensi Pengukuran, dan Implementasi dalam Organisasi*. Penerbit Pustaka Pelajar, Yogyakarta.
- Sunyoto Danang, 2011. *Metodologi Penelitian Untuk Eknomomi*, Penerbit CAPS, Yogyakarta
- Sunyoto Danang, 2013. *Teori, Kuesioner dan Proses Analisis Data Perilaku Organisasional*, Penerbit CAPS, Yogyakarta
- Suparno, Edi Wibowo, 2015. *Manajemen Pengembangan Sumber Daya Manusia.*, Penerbit Pustaka Pelajar, Yogyakarta.
- Sutrisno, 2016. *Manajemen Sumber Daya Manusia*. Cetakan ke 8. Penerbit Prenadamedia Group, Jakarta.
- Syahron Lubis, *Metodologi Penelitian Pendidikan*. Penerbit Sukabina Press, Padang, 2011
- Tine Yuliantini, Reza Santoso. 2020. *Pengaruh Lingkungan Kerja, Motivasi Kerja dan Disiplin Kerja Terhadap Kepuasan Kerja Karyawan PT Travel Mart Jakarta Pusat*. Jurnal Manajemen Oikonomia, Vol.16 No.2 Juli.
- Torang, Syamsir., 2014. *Organisasi dan Manajemen Prilaku, Struktur, Budaya dan Perubahan Organisasi*. Penerbit CV Alfabeta, Bandung.
- Wibowo, 2010, *Manajemen Kinerja*, Penerbit PT Rajawali Press., Jakarta.
- Wibowo, 2016, *Manajemen Kinerja*, Penerbit PT RajaGrafindo Persada, Tapos Depok
- Wibowo, Agung. 2012, *Aplikasi Praktis SPSS Dalam penelitian*, Penerbit Gava Media, Yogyakarta
- Yuli Suwati. 2013. *Pengaruh Kompensasi dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT. Tunas Hijau Samarinda*. Jurnal Ilmu Administrasi Bisnis Vol. 1 No.1.
- Yusuf Iis, E., Wahyuddin, W., Thoyib, A., Nur Ilham, R., & Sinta, I. (2022). The Effect Of Career Development And Work Environment On Employee Performance With Work Motivation As Intervening Variable At The Office Of Agriculture And Livestock In Aceh. *International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBAAS)*, 2(2), 227–236. <https://doi.org/10.54443/ijeabas.v2i2.191>