

## ABSTRACT

The objective of this research is to evaluate and examine the impact of work motivation, work discipline, and work environment on employee performance. The survey was carried out at The Akasha Luxury Villas, with a sample size of 35 respondents chosen utilizing saturation sampling techniques. All data collected from the questionnaire distribution is appropriate for usage and will be evaluated using classical assumption tests, multiple linear regression, determination tests, and hypothesis tests. (t-test and f-test). The research findings demonstrate that work motivation has a substantial and positive impact on employee performance at The Akasha Luxury Villas. This is supported by the t-value (2.074) being greater than the t-table value (1.696), with a significance level of 0.047, which is lower than the accepted threshold of 0.05. Additionally, work discipline also has a significant positive effect on employee performance at The Akasha Luxury Villas, as indicated by the t-value (4.292) surpassing the t-table value (1.695), with a significance level of 0.000, which is lower than 0.05. Furthermore, the F-table value (2.91) with a significance value of  $F 0.000 < 0.05$  further supports this conclusion. The  $R^2$  value of 66.8% indicates that 66.8% of employee performance at The Akasha Luxury Villas is determined by the factors of work motivation (X1), work discipline (X2), and work environment (X3). The remaining 33.2% is impacted by other variables that were not considered in this study.

Keywords: human resource management, employee performance, work motivation, work discipline, and work environment.

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh motivasi kerja, disiplin kerja dan lingkungan kerja terhadap kinerja karyawan. Penelitian ini dilakukan pada The Akasha Luxury Villas dengan sampel penelitian yang berjumlah 35 responden yang diambil menggunakan teknik sampling jenuh. Seluruh data yang diperoleh dari distribusi kuisioner layak digunakan, selanjutnya dianalisis menggunakan uji asumsi klasik, regresi linier berganda, uji determinasi, uji hipotesis (uji t dan uji f). Hasil penelitian menunjukkan bahwa (1) motivasi kerja berpengaruh positif signifikan terhadap kinerja karyawan pada The Akasha Luxury Villas yang ditunjukkan oleh nilai thitung (2,074) > ttabel (1,696) dengan tingkat signifikansi  $0,047 < 0,05$ , (2) disiplin kerja berpengaruh positif signifikan terhadap kinerja karyawan pada The Akasha Luxury Villas yang ditunjukkan oleh thitung (4,292) > ttabel (1,695) dengan tingkat signifikansi  $0,000 < 0,05$  dengan tingkat signifikansi  $0,013 < 0,05$  Ftabel (2,91) serta nilai signifikansi F  $0,000 < 0,05$ . Berdasarkan nilai  $R^2 = 66,8\%$ , yang berarti bahwa sebesar 66,8% kinerja karyawan pada The Akasha Luxury Villas dipengaruhi oleh variabel motivasi kerja (X1) variabel disiplin kerja (X2) dan variabel lingkungan kerja (X3) sedangkan sisanya sebesar 33,2% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata kunci: Motivasi Kerja, Disiplin Kerja, Lingkungan Kerja, Kinerja Karyawan, Manajemen Sumber Daya Manusia