

**PENGARUH LINGKUNGAN KERJA , MOTIVASI KERJA DAN
DISPLIN KERJA TERHADAP KINERJA KARYAWAN UMKM DI
SENTRA INDUSTRI TEMPE SANAN KOTA MALANG**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja, motivasi kerja, dan disiplin kerja terhadap kinerja karyawan, baik secara parsial maupun simultan. Penelitian dilaksanakan pada UMKM Sentra Industri Tempe Sanan Kota Malang yang merupakan salah satu sentra produksi tempe terbesar di Indonesia. Permasalahan yang dihadapi karyawan meliputi kondisi lingkungan kerja yang masih terbatas, perbedaan tingkat motivasi kerja, serta penerapan disiplin kerja yang belum merata.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Pengumpulan data dilakukan melalui penyebaran kuesioner kepada 36 karyawan UMKM di Sentra Industri Tempe Sanan Kota Malang. Teknik analisis data yang digunakan meliputi regresi linier berganda, uji t, dan uji F untuk mengetahui pengaruh variabel secara parsial dan simultan, serta koefisien determinasi (R^2) untuk mengukur besarnya kontribusi variabel independen terhadap variabel dependen.

Hasil penelitian menunjukkan bahwa: (1) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan; (2) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan; (3) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan; dan (4) lingkungan kerja, motivasi kerja, dan disiplin kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci: lingkungan kerja, motivasi kerja, disiplin kerja, kinerja karyawan.

***THE EFFECT OF WORK ENVIRONMENT, WORK MOTIVATION, AND
WORK DISCIPLINE ON EMPLOYEE PERFORMANCE OF MSMEs IN
THE SANAN TEMPE INDUSTRIAL CENTER, MALANG CITY***

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ABSTRACT

This study aims to analyze the effect of the work environment, work motivation, and work discipline on employee performance, both partially and simultaneously. The research was conducted at Micro, Small, and Medium Enterprises (MSMEs) in the Sanan Tempe Industrial Center, Malang City, which is one of the largest tempe production centers in Indonesia. The problems faced by employees include limited working environment conditions, varying levels of work motivation, and uneven implementation of work discipline.

This study employed a quantitative approach using a survey method. Data were collected by distributing questionnaires to 36 employees working at MSMEs in the Sanan Tempe Industrial Center, Malang City. The data analysis techniques used included multiple linear regression analysis, t-test, and F-test to examine partial and simultaneous effects, as well as the coefficient of determination (R^2) to measure the contribution of independent variables to the dependent variable.

The results indicate that: (1) the work environment has a positive and significant effect on employee performance; (2) work motivation has a positive and significant effect on employee performance; (3) work discipline has a positive and significant effect on employee performance; and (4) the work environment, work motivation, and work discipline simultaneously have a positive and significant effect on employee performance.

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