

**PENGARUH DISIPLIN KERJA, MOTIVASI DAN LINGKUNGAN KERJA
TERHADAP KINERJA PEGAWAI PADA DINAS PERDAGANGAN KOPERASI
DAN UKM DI KABUPATEN KLATEN**

Ery kusumaningrum

Dra. AYN. Warsiki. M.Si

Dra. Istiana Rahatmawati, M.Si

Fakultas Ekonomi dan Bisnis Universitas Pembangunan Nasional “Veteran” Yogyakarta

Email: eryningrum17@gmail.com

ABSTRAK

This study aims to determine the effect of work discipline, motivation and work environment partially or simultaneously on the performance of the employees of the Department of Trade, Cooperatives and SMEs, Klaten Regency. The sampling technique used in this study is saturated sampling (census), in which all members of the population are sampled. The number of employees at the Land and Spatial Planning Office of Sleman Regency is 50 people. In this study using a survey method, namely research conducted using a questionnaire as a research tool for data collection by interviews and questionnaires compiled with a Likert Scale and then calculated using the SPSS method. The results of this study are: (1) Work discipline has a direct effect on employee performance; (2) Motivation has a direct effect on employee performance; (3) Work environment has a direct effect on employee performance; (4) Work discipline, motivation and work environment together -the same has a direct effect on employee performance.

Kata Kunci: *Disiplin Kerja, Motivasi, Lingkungan Kerja, Kinerja.*