

*THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT ON
EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS AN
INTERVENING VARIABLE
(Survey at Yogyakarta Branch Coffee Philosophy)*

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ABSTRACT

This research was conducted on employees of Philosophy Kopi Yogyakarta Branch. This research aims to find out several things including, (1) The direct influence of motivation on employee performance; (2) Direct influence of the work environment on employee performance; (3) The indirect effect of work motivation on employee performance which is mediated by job satisfaction; (4) The indirect influence of the work environment on employee performance is mediated by job satisfaction. This research approach is a quantitative approach. The population of this research object is 35 employees of Filosofi Kopi. Data collected from research results have been tested for validity and reliability. Data analysis uses Partial Least Square (PLS).

The research results prove that motivation has a significant positive direct effect on employee performance. The work environment has a significant positive direct effect on employee performance. Work motivation has an indirect and significant effect on employee performance, mediated by job satisfaction. The work environment has an indirect and significant effect on employee performance which is mediated by job satisfaction.

Keywords: Motivation, work environment, job satisfaction and employee performance.

PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP
KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI
VARIABEL INTERVENING
(Pada Filosofi Kopi Cabang Yogyakarta)

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ABSTRAK

Penelitian ini dilakukan pada karyawan filosofi Kopi Cabang Yogyakarta. Penelitian ini bertujuan untuk mengetahui beberapa hal diantaranya, (1) Pengaruh secara langsung motivasi kerja terhadap kinerja karyawan; (2) Pengaruh secara langsung lingkungan kerja terhadap kinerja karyawan; (3) Pengaruh tidak langsung motivasi kerja terhadap kinerja karyawan yang dimediasi oleh kepuasan kerja; (4) Pengaruh tidak langsung lingkungan kerja terhadap kinerja karyawan yang dimediasi oleh kepuasan kerja. Pendekatan penelitian ini adalah pendekatan kuantitatif. Populasi pada objek penelitian ini sebanyak 35 karyawan Filosofi Kopi. Data dikumpulkan dari hasil penelitian telah diuji validitas dan reliabilitasnya. Analisis data menggunakan *Partial Least Square (PLS)*.

Hasil penelitian membuktikan bahwa motivasi berpengaruh langsung positif signifikan terhadap kinerja karyawan. Lingkungan kerja berpengaruh langsung positif signifikan terhadap kinerja karyawan. Motivasi kerja berpengaruh tidak langsung dan signifikan terhadap kinerja karyawan dimediasi oleh kepuasan kerja. Lingkungan kerja berpengaruh tidak langsung dan signifikan terhadap kinerja karyawan yang dimediasi oleh kepuasan kerja.

Kata Kunci: Motivasi, Lingkungan kerja, Kepuasan kerja dan Kinerja karyawan.