

**PENGARUH JOB INSECURITY DAN LINGKUNGAN KERJA  
TERHADAP KINERJA KARYAWAN YANG DIMEDIASI OLEH  
MOTIVASI PADA KARYAWAN PT BENTO KOPI CABANG JOGJA**

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**ABSTRAK**

This research aims to identify, review, and analyze the impact of job insecurity and work environment on employee performance mediated by motivation Bento Kopi branch in Jogja Branch. The population in this study were 142 employees of Bento Kopi Jogja Branch. The sampling technique used *proportionate stratified random sampling* so that 105 employees were obtained. Data collection was carried out by distributing questionnaires online through google form, then processed and analyzed with descriptive and quantitative analysis using PLS SEM with SMART PLS software.

The results showed that : job insecurity has a negative and significant effect on employee performance, Work environment has a positive and significant effect on employee performance, Motivation is able to mediate the effect of job insecurity on employee performance and motivation is able to mediate the effect of work environment on employee performance.

**Kata Kunci :** *Job Insecurity, Work Environment, Employee Performance, Motivation.*