

## ABSTRAK

Salah satu faktor penting dalam perusahaan yaitu kinerja karyawan yang menjadi kunci dalam menjaga daya saing perusahaan di pasar yang kompetitif. Disiplin kerja, lingkungan kerja, dan kepuasan kerja dapat mempengaruhi kinerja karyawan. Kepuasan kerja mampu memediasi dalam hubungan disiplin kerja dan lingkungan kerja terhadap kinerja karyawan. Penelitian ini bertujuan untuk menganalisis peran kepuasan kerja dalam memediasi pengaruh disiplin kerja dan lingkungan kerja terhadap kinerja karyawan di Dealer Surya Utama Perkasa, dengan sampel sebanyak 80 responden menggunakan metode *proportionate random sampling*. Teknik analisis data menggunakan Structural Equation Modeling (SEM) dengan program SmartPLS. Hasil penelitian menunjukkan bahwa disiplin kerja berpengaruh positif terhadap kinerja karyawan. Lingkungan kerja berpengaruh positif terhadap kinerja karyawan. Disiplin kerja juga berpengaruh positif terhadap kepuasan kerja. Lingkungan kerja berpengaruh positif terhadap kepuasan kerja. Kepuasan kerja mampu memediasi pengaruh disiplin kerja terhadap kinerja karyawan. Kepuasan kerja mampu memediasi pengaruh lingkungan kerja terhadap kinerja karyawan.

**Kata Kunci:** Disiplin Kerja, Lingkungan Kerja, Kepuasan Kerja, Kinerja Karyawan.

## ***ABSTRACT***

*One important factor in a company is employee performance which is key in maintaining the company's competitiveness in a competitive market. Work discipline, work environment, and job satisfaction can influence employee performance. Job satisfaction is able to mediate the relationship between work discipline and work environment on employee performance. This research aims to analyze the role of job satisfaction in mediating the influence of work discipline and work environment on employee performance at the Surya Utama Perkasa Dealer, with a sample of 80 respondents using the proportionate random sampling method. The data analysis technique uses Structural Equation Modeling (SEM) with the SmartPLS program. The research results show that work discipline has a positive effect on employee performance. The work environment has a positive effect on employee performance. Work discipline also has a positive effect on job satisfaction. The work environment has a positive effect on job satisfaction. Job satisfaction is able to mediate the influence of work discipline on employee performance. Job satisfaction is able to mediate the influence of the work environment on employee performance.*

**Keywords:** *Work Discipline, Work Environment, Job Satisfaction, Employee Performance.*