

ABSTRAK

Penelitian ini berfokus pada pentingnya peran sumber daya manusia dalam mencapai tujuan organisasi, di mana lingkungan kerja yang mendukung dan kedisiplinan yang tinggi diharapkan mampu meningkatkan produktivitas melalui dorongan motivasi kerja yang kuat. Data penelitian 258 diperoleh dari 725 karyawan yang bekerja di PT Eka Timur Raya II Jawa Tengah. Metode pengambilan sampel menggunakan metode *probability Sampling* dengan teknik *simple random sampling*. Teknik analisis data dalam pendekatan ini menggunakan bantuan perangkat lunak *SmartPLS* v.4. Hasil penelitian menunjukkan bahwa: (1) Lingkungan kerja tidak berpengaruh terhadap produktivitas kerja (2) Disiplin kerja tidak berpengaruh terhadap produktivitas kerja (3) Lingkungan kerja tidak berpengaruh terhadap motivasi kerja (4) Disiplin kerja berpengaruh terhadap motivasi kerja (5) Motivasi kerja berpengaruh terhadap produktivitas kerja (6) Motivasi kerja tidak mampu memediasi pengaruh lingkungan kerja terhadap produktivitas kerja dan (7) Motivasi kerja mampu memediasi pengaruh disiplin kerja terhadap produktivitas kerja.

Kata kunci: Lingkungan Kerja, Disiplin Kerja, Motivasi Kerja dan Produktivitas Kerja

ABSTRACT

This study focuses on the importance of the role of human resources in achieving organizational goals, where a supportive work environment and high discipline are expected to improve productivity through a strong drive of work motivation. Research data of 258 respondents were obtained from 725 employees working at PT Eka Timur Raya II, Central Java. The sampling method used was probability sampling with a simple random sampling technique. The data analysis technique in this approach employed the SmartPLS v.4 software. The results of the study indicate that: (1) The work environment has no effect on work productivity; (2) Work discipline has no effect on work productivity; (3) The work environment has no effect on work motivation; (4) Work discipline has an effect on work motivation; (5) Work motivation has an effect on work productivity; (6) Work motivation is unable to mediate the effect of the work environment on work productivity; and (7) Work motivation is able to mediate the effect of work discipline on work productivity.

Keywords: Work Environment, Work Discipline, Work Motivation, Work Productivity.