

## ABSTRAK

Fakultas Ekonomi dan Bisnis

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**Pengaruh Motivasi Kerja, Lingkungan Kerja, Disiplin Kerja, dan Komunikasi Terhadap Kinerja Karyawan Pada PT United Tractors, Cakung Divisi CGS (*Corporate Governance And Sustainability*) serta Tinjauannya dari Sudut Pandang Islam**

185 halaman + xv halaman + 26 tabel + 4 gambar dan 4 lampiran

Tujuan penelitian ini adalah untuk menguji Motivasi Kerja, Lingkungan Kerja, Disiplin Kerja, dan Komunikasi Terhadap Kinerja Karyawan Pada PT United Tractors, Cakung Divisi CGS (*Corporate Governance And Sustainability*) Serta Tinjauannya Dari Sudut Pandang Islam. Jenis penelitian ini adalah *explanatory research*. Populasi penelitian ini adalah karyawan PT United Tractors dengan jumlah sampel 108 responden. Teknik pengambilan sampel yang digunakan adalah sampel jenuh. Data dikumpulkan dengan metode survei menggunakan kuesioner. Metode analisis data yang digunakan yaitu analisis regresi linier berganda.

Hasil penelitian menunjukkan bahwa: (1) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (2) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (3) disiplin kerja tidak berpengaruh signifikan terhadap kinerja karyawan. (4) komunikasi tidak berpengaruh signifikan terhadap kinerja karyawan. (5) motivasi kerja, lingkungan kerja, disiplin kerja, dan komunikasi secara simultan berpengaruh terhadap kinerja karyawan. (6) Menurut pandangan Islam motivasi kerja, lingkungan kerja, disiplin kerja, dan komunikasi sudah dilakukan sesuai dengan prinsip-prinsip Islam.

**Kata Kunci: Motivasi Kerja, Lingkungan Kerja, Disiplin Kerja, Komunikasi, Kinerja Karyawan**

## ABSTRACT

Faculty of Economics and Business

S-1 Management Study Program

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***The Influence Of Work Motivation, Work Environment, Work Discipline, and Communication on Employee Performance at PT United Tractors, Cakung CGS (Corporate Governance And Sustainability) Division and Their Views from an Islamic Perspective***

*185 pages + xv pages + 26 tables + 4 pictures and 4 attachment*

*The purpose of this study was to examine The Influence Of Work Motivation, Work Environment, Work Discipline, and Communication on Employee Performance at PT United Tractors, Cakung CGS (Corporate Governance And Sustainability) Division and Their Views from an Islamic Perspective. This type of research is explanatory research. The population of this study was employees of PT United Tractors with a sample of 108 respondents. The sampling technique used salturated samples. Data were collected by survey method using questionnaires. The data analysis method used is multiple linear regression analysis.*

*The results of the study show that: (1) work motivation has a positive and significant effect on employee performance. (2) work environment has a positive and significant effect on employee performance. (3) work discipline has no significant effect on employee performance. (4) communication has no significant effect on employee performance. (5) work motivation, work environment, work discipline, and communication simultaneously influence employee performance. (6) According to the Islamic view, work motivation, work environment, work discipline, and communication have been carried out in accordance with Islamic principles.*

***Keywords: Work Motivation, Work Environment, Work Discipline, Communication, Employee Performance***