# ABSTRAK

**Fakultas Ekonomi dan Bisnis**
**Program Studi S-1 Manajemen**
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**Pengaruh Lingkungan Kerja, Kepuasan Kerja, Komitmen Organisasional dan Keadilan Organisasional terhadap Kinerja Karyawan pada PT Trackland Nusantara Serta Tinjauannya Dari Sudut Pandang Islam**

118 Halaman + xiv halaman, 22 tabel, 2 gambar dan 5 lampiran

## Uraian Abstrak

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh lingkungan kerja, kepuasan kerja, komitmen organisasional, dan keadilan organisasional terhadap kinerja karyawan pada PT Trackland Nusantara serta tinjauanannya dari sudut pandang islam. Populasi dalam penelitian ini adalah karyawan PT Trackland Nusantara dengan jumlah sampel penelitian sebanyak 52 responden. Data dikumpulkan dengan menggunakan kuesioner. Metode analisis data yang digunakan yaitu analisis *Partial Least Square Structural Equation Modeling* dengan bantuan aplikasi WarpPLS 7.0. Hasil penelitian menunjukkan bahwa: (1) Lingkungan Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (2) Kepuasan Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (3) Komitmen Organisasional tidak berpengaruh terhadap kinerja (4) Keadilan Organisasional tidak berpengaruh terhadap kinerja karyawan. Dalam sudut pandang islam hasil yang didapatkan dari pengaruh lingkungan kerja, kepuasan kerja, komitmen organisasional, dan keadilan organisasional terhadap kinerja karyawan sudah sesuai dengan prinsip islam. Sesungguhnya Allah mengetahui segala pekerjaan kalian, dan Rasulullah serta orang-orang Mukmin akan melihatnya. Mereka akan menimbangnya dengan timbangan keimanan dan bersaksi dengan perbuatan-perbuatan itu.

**Kata Kunci :** Lingkungan Kerja, Kepuasan Kerja, Komitmen Organisasional, Keadilan Organisasional, Kinerja Karyawan.

# *ABSTRACT*

***Faculty of Economics and Business***

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***The Influence of the Working Environment, Job Satisfaction, Organizational Commitment and Organizational Justice on the Performance of Employees on the Company Trackland Nusantara As well as its Review from an Islamic perspective***

118 *Pages* + xiv *pages,* 22 *tables,* 2 *pictures and 5 attachments*

## *Abstract Description*

*The objective of this study is to know the impact of the working environment, job satisfaction, organizational commitment, and organizational justice on the performance of employees at PT Trackland Nusantara as well as its review from the Islamic point of view. The population in this study were employees of PT Trackland Nusantara with a sample of 52 respondents. Data were collected using a questionnaire. The data analysis method used is Partial Least Square Structural Equation Modeling with the help of the WarpPLS 7.0 application. Research findings show that: (1) Working environment has a positive and significant impact on employee performance (2) Work satisfaction has a significant and positive impact on employees performance (3) Organizational commitment has no impact on performance (4) Organizational fairness has no impact on performance. From the Islamic point of view, the results obtained from the influence of the working environment, job satisfaction, organizational commitment, and organizational fairness to employee performance are in line with Islamic principles. Surely Allah knows what you do, and the Prophet and the believers will see it. They will weigh it with a weight of faith and bear witness to their deeds.*

***Keywords****: Work Environment, Job Satisfaction, Organizational Commitment, Organized Justice, Employee Performance.*