

**The Effect of Motivation, Work Discipline, and Work Environment on Employee Performance with Job Satisfaction as Intervening variables  
(Study of Employee of PT CCPS, West Jakarta)**

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**ABSTRACT**

This study was to determine the effect of motivation, work discipline and work environment on employee performance with job satisfaction as an intervening variable (Study of Employees of PT. CCPS West Jakarta) The type of data used is primary and secondary. With a total population of 350 employees and a total sample of 187 employees (with the Slovin method), and the sampling technique using purposive sampling method with survey. Data analysis techniques used were validity test, reliability test, classic assumption test, data analysis method using path analysis, f test, t test and coefficient of determination using SPSS version 24. The results of the analysis that have been processed, motivation, work discipline, work environment have a positive and significant effect on job satisfaction, and motivation, work discipline, work environment, work satisfaction has a positive and significant impact on employee performance, motivation has a direct influence on employee performance without going through satisfaction work, work discipline has a direct effect on employee performance without going through job satisfaction, work environment has a direct influence on employee performance without going through job satisfaction on employees of PT. CCPS in the production department.

**Keywords:** motivation, work discipline, work environment, employee satisfaction and performance.