

ABSTRACT

Joko Haryanto. The influence of Work Motivation and Work Environment on Performance through Work Discipline Employee Non Civil Servant at Directorate General of Development of Rural District. (Supervised by Eka Bertuah). This research aims to determine the influence of work motivation and work environment on performance through work discipline.

This research was conducted at Directorate General of Development of Rural District, Ministry of Village, Disadvantaged Regions Development and Transmigration, a government organization. Samples in this study were 129 Employees Non Civil Servants, using sampling techniques saturated or census. The data collection has been done by interview, pre-survey deployment, and distribution of the questionnaire using a likert scale.

This research used a survey method by using (Path Analysis) as an analytical tool for the data. The results showed that the work motivation and work environment brings significant impact on work discipline and performance. However discipline work cannot be intervening variable because discipline work does not have the power as an intervening variable.

Keywords : work motivation, work environment, work discipline, performance.