

ABSTRACT

Title : *The Effect Of The Work Environment And Work Discipline On Employee Performance Through Motivation Employees at The Kosambi District Office*

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Study Prograam : *S-1 Management*

This study aims to determine the effect of the work environment and work discipline on employee performance through motivation. The population in this study were 55 employees in the Kosambi District Office. The sample in this study was taken using a saturated sample, where the sampling technique is that all members of the population are used as samples. Data analysis method used is Path Analysis to determine the direct and indirect effects between variables.

The results in this study indicate that the work environment has a negative and not significant effect on motivation, work discipline has a negative and not significant effect on motivation, motivation has a significant positive effect on employee performance, the work environment has a positive and not significant effect on employee performance, positive discipline work discipline and significant effect on employee performance. The work environment has a greater direct effect on employee performance than the indirect effect of the work environment on employee performance through motivation. Work discipline has a greater direct effect on employee performance than the indirect effect of the work environment on employee performance through motivation.

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