

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui, menganalisis, dan menjelaskan: (1) motivasi kerja karyawan pada Departemen Produksi PT. Tato; (2) lingkungan kerja karyawan pada Departemen Produksi PT. Tato; (3) kepuasan kerja karyawan pada Departemen Produksi PT. Tato; (4) pengaruh motivasi kerja terhadap kepuasan kerja karyawan secara parsial pada Departemen Produksi PT. Tato; (5) pengaruh lingkungan kerja terhadap kepuasan kerja karyawan secara parsial pada Departemen Produksi PT. Tato; (6) pengaruh motivasi dan lingkungan kerja terhadap kepuasan kerja karyawan secara simultan pada Departemen Produksi PT. Tato. Penelitian ini dilakukan dengan metode kuantitatif melalui pendekatan deskriptif dan verifikatif, sampel yang diambil dalam penelitian menggunakan teknik *probability sampling* dengan simple random sampling yang berjumlah 95 responden. Pengujian data penelitian yang digunakan berupa uji keabsahan data, uji asumsi klasik, analisis regresi linier berganda, analisis koefisien determinasi, dan uji hipotesis. Berdasarkan hasil penelitian, motivasi kerja karyawan pada Departemen Produksi PT. Tato berada pada penilaian yang tidak baik dengan skor 246. Lingkungan kerja karyawan pada Departemen Produksi PT. Tato berada pada penilaian yang cukup baik dengan skor 250. Kepuasan kerja karyawan pada Departemen Produksi PT. Tato juga berada pada penilaian yang tidak baik dengan skor 247. Motivasi kerja tidak berpengaruh signifikan secara parsial terhadap kepuasan kerja karyawan pada Departemen Produksi PT. Tato. Lingkungan kerja berpengaruh signifikan secara parsial terhadap kepuasan kerja karyawan pada Departemen Produksi PT. Tato. Motivasi dan lingkungan kerja secara bersama-sama berpengaruh signifikan terhadap kepuasan kerja karyawan pada Departemen Produksi PT. Tato sebesar 49,5%.

Kata Kunci : Motivasi Kerja, Lingkungan Kerja dan Kepuasan Kerja Karyawan

## **ABSTRACT**

*This study aims to identify, analyze, and explain: (1) employee motivation at the Production Department of PT. Tato; (2) work environment employees in the Production Department of PT. Tato; (3) job satisfaction employees in the Production Department of PT. Tato; (4) the influence of work motivation on employee job satisfaction partially in the Production Department of PT. Tato; (5) the effect of the work environment on employee job satisfaction partially in the Production Department of PT. Tato; (6) the effect of motivation and work environment on employee job satisfaction simultaneously in the Production Department of PT. Tato. This research was conducted using a quantitative method through a descriptive and verification approach. The samples taken in this study used a probability sampling technique with simple random sampling, amounting to 95 respondents. Testing the research data used in the form of data validity test, classic assumption test, multiple linear regression analysis, analysis of the coefficient of determination, and hypothesis testing. Based on the research results, the work motivation of employees in the Production Department of PT. Tato are in bad judgment with a score of 246. The work environment of employees in the Production Department of PT. Tato are in a fairly good assessment with a score of 250. Job satisfaction of employees at the Production Department of PT. Tato are also in a bad assessment with a score of 247. Work motivation has no significant effect partially on employee job satisfaction in the Production Department of PT. Tato. Work environment has a partially significant effect on employee job satisfaction in the Production Department of PT. Tato. Motivation and work environment together have a significant effect on employee job satisfaction in the Production Department of PT. Tato by 49.5%.*

*Keywords: Work Motivation, Work Environment and Employee Job Satisfaction*