

***The Influence of Physical Work Environment, Emotional Intelligence and Work Discipline on Employee Performance in PT JTB Tours Indonesia***

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**ABSTRACT**

*This quantitative research was conducted to examine the real effect of the physical work environment, emotional intelligence and work discipline on employee performance. This research was conducted on the company PT JTB Tours Indonesia. The method used is saturated sampling, with a quantitative approach and the instrument is a questionnaire. Using a research sample of 50 company employees. The data analysis technique used is descriptive statistical analysis technique, inferential statistical analysis and partial significant test (t test) and simultaneous test (f test).*

*By using the help of the smart pls 3.0 program. The results of the tests obtained are that the physical work environment has a positive and significant effect on employee performance, the emotional intelligence variable has a positive and significant effect on employee performance. work discipline has a positive and significant effect on employee performance. And the physical work environment, emotional intelligence and work discipline on employee performance have a positive and significant influence simultaneously.*

**Keywords:** *Physical Work Environment, Emotional Intelligence, Work Discipline, Employee Performance*

# **Pengaruh *Physical Work Environment*, Kecerdasan Emosional dan Disiplin Kerja Terhadap Kinerja Karyawan di PT JTB Tours Indonesia**

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## **ABSTRAK**

Penelitian kuantitatif ini dilakukan untuk menguji pengaruh nyata dari *physical work environment*, kecerdasan emosional dan disiplin kerja terhadap kinerja karyawan. Penelitian ini dilakukan terhadap perusahaan PT JTB Tours Indonesia. Metode yang digunakan ialah *sampling* jenuh, dengan pendekatan kuantitatif dan dengan instrumen berupa kuesioner. Menggunakan sampel penelitian sejumlah 50 karyawan perusahaan. Teknik analisis data yang dipakai ialah teknik analisis statistik deskriptif, analisis statistik inferensial dan uji signifikan parsial (uji t) serta uji simultan (uji f).

Dengan menggunakan bantuan program *smart pls* 3.0. Hasil dari pengujian yang diperoleh yaitu *physical work environment* berpengaruh positif dan signifikan terhadap kinerja karyawan, variabel kecerdasan emosional berpengaruh positif dan signifikan terhadap kinerja karyawan. disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Serta *physical work environment*, kecerdasan emosional dan disiplin kerja terhadap kinerja karyawan memiliki pengaruh positif dan signifikan secara simultan.

**Kata Kunci :** *Physical Work Environment*, Kecerdasan Emosional, Disiplin Kerja, Kinerja Karyawan