

***The Effect of Job Satisfaction, Work Discipline and Work Environment on the Employee Performance of Human Resources Bureau of the Ministry of Finance of the Republic Indonesia***

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***Abstract***

*The research was carried out with the purpose of knowing and proving whether there was an effect on Job Satisfaction, Work Discipline and Work Environment on the Employee Performance in Human Resources Bureau of the Ministry of Finance, with total sample 60 employees. The number of the employees is obtained by using the Probability Sampling technique and Simple Random Sampling by spin-wheels. SmartPLS3.0 application is used as the test equipment in processing the research data using the Partial Test (T test) and Simultaneous Test (F Test). The result obtained from this study are (1) there is an effect or positive and significant influence of Job satisfaction on the Employee performance of Human Resources Bureau of the Ministry of Finance. (2) there is an effect or positive and significant influence of Work Discipline on the Employee performance of Human Resources Bureau of the Ministry of Finance. (3) there is an effect or positive and significant influence of Work Environment on the Employee performance of Human Resources Bureau of the Ministry of Finance. (4) there is an influence on the Employee performance of the Human Resources Bureau of the Ministry of Finance simultaneously.*

***Keywords*** : *Human Resources, Employee performance, Job satisfaction, Work Discipline, and Work Environment*

**Pengaruh Kepuasan, Disiplin Kerja, dan Lingkungan Kerja Terhadap  
Kinerja Pegawai (Studi Kasus Pada Pegawai Biro SDM Kementerian  
Keuangan Republik Indonesia)**

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**Abstrak**

Penelitian ini dilakukan dengan tujuan untuk mengetahui dan membuktikan apakah ada pengaruh Kepuasan Kerja, Disiplin Kerja, dan Lingkungan Kerja terhadap Kinerja Pegawai Biro SDM Kementerian Keuangan dengan jumlah sampel 60 pegawai. Jumlah karyawan diperoleh dengan menggunakan teknik *Probability Sampling* dan *Simple Random Sampling* dengan cara *spin-wheels*. Aplikasi SmartPLS3.0 digunakan sebagai alat uji dalam mengolah data penelitian dengan menggunakan Uji Parsial (Uji T) dan Uji Simultan (Uji F). Hasil yang diperoleh dari penelitian ini adalah (1) terdapat pengaruh atau pengaruh positif dan signifikan Kepuasan Kerja terhadap Kinerja Pegawai Biro SDM Kementerian Keuangan. (2) Terdapat pengaruh atau pengaruh positif dan signifikan Disiplin Kerja terhadap Kinerja Pegawai Biro SDM Kementerian Keuangan. (3) Terdapat pengaruh atau pengaruh positif dan signifikan Lingkungan Kerja terhadap Kinerja Pegawai Biro SDM Kementerian Keuangan. (4) Terdapat pengaruh terhadap Kinerja Pegawai Biro SDM Kementerian Keuangan secara simultan.

**Kata Kunci :** SDM, Kepuasan Kerja, Disiplin Kerja, Lingkungan Kerja