

**Pengaruh Kepuasan, Lingkungan, dan Disiplin Kerja Terhadap Kinerja  
Karyawan Bagian Naminten di PTPN 1 Regional 4 Kebun  
Tembakau Ajong Gayasan Jember**

***The Influence of Satisfaction, Environment, and Work Discipline on the  
Performance of Employees in the Naminten Section at PTPN 1  
Regional 4 Kebun Tembakau Ajong Gayasan Jember***

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**ABSTRACT**

*Optimal results will be obtained by companies from good human resources, therefore satisfaction, environment, and work discipline are needed to improve employee performance. This research aims to analyze the influence of satisfaction, environment, and work discipline on the performance of employees in the naminten section at PTPN 1 Regional 4 Kebun Tembakau Ajong Gayasan Jember. This research involved 56 employees from the naminten section who were selected through total sampling technique. Data analysis was conducted using validity and reliability tests, classical assumption tests (normality, multicollinearity, and heteroscedasticity), multiple linear regression analysis, coefficient of determination (adjusted R<sup>2</sup>), F test, and t test. Statistical analysis was performed using IBM SPSS 20 software. The multiple linear regression equation obtained is  $Y = 5.203 + 0.606X_1 - 0.490X_2 + 0.869X_3 + e$ . The F test results show that the independent variables simultaneously have a significant effect on the dependent variable. The t test results indicate that the independent variables partially has a significant effect on the dependent variable.*

**Keywords:** *Job Satisfaction, Work Environment, Work Discipline, Employee Performance*