

***The Influence of Motivation Work Environment on Employee Performance
Through Work Discipline in Employee of Production Division at
PT Mitra Tani Dua Tujuh Jember Regency***

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ABSTRACT

The development of agricultural companies makes more competition among companies. Companies must be able to create human resources that can develop the company to be better. This research aims to analyze and verify the existences of influence of independent variables and intervening on performance of employees at PT. Mitra Tani Dua Tujuh. The samples used in this research were 75 daily employees of production division. The data was analyzed by using SPSS 16 version software with path analysis model. validity and reliability test were carried out Before analyzing the path. Based on t-test regression testing in this research shows that variables that have significant effect on work discipline is work environment, variables that significantly influence to the performance are motivation, work environment, and work discipline. While not significant variables that on work discipline is motivation.

Key words : *Employees Performance, Motivation, Work Discipline, Work Environment.*