

# ANALISIS PENGARUH MOTIVASI KERJA, KEPUASAN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN DI PT FREEPORT INDONESIA

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The resources owned by a company will not be optimal if it is not managed by good human resources. Therefore the success of a company in achieving its goals is greatly influenced by the human resources that exist within the company. Every company will always strive to improve employee performance, with the hope that what will become the company's goals will be achieved.

This research was conducted to determine whether work motivation influences the performance of employees at PT. Freeport Indonesia, job satisfaction affects the performance of employees at PT. Freeport Indonesia and the work environment affect the performance of employees at PT. Freeport Indonesia.

This research method uses a regression method to see how much the influence of the independent variables and dependent variables. The population of this research is employees of PT. Freeport Indonesia, amounting to 3000 people and which was sampled in this study were 97 people. Each respondent was given 38 questions using a Likert scale.

The results show that there was an effect of work motivation influencing the performance of employees at PT. Freeport Indonesia, there is an influence of job satisfaction influencing the performance of employees at PT. Freeport Indonesia and there is the influence of the work environment affecting the performance of employees at PT. Freeport Indonesia.

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