

ABSTRAK

This study aims to analyze the influence of discipline and work environment on the performance of human resource and job satisfaction as an intervening variable. Samples are 194 respondents in the production part of PT. Cipta Mandiri Clothing Demak. The data is obtained from the questionnaire, which was then analyzed using SPSS software.

The results of this study are Work Environment effect on Job Satisfaction and Employee Performance with regression toward the positive. Discipline Work has an influence on employee performance with regression toward the positive. Job satisfaction affects employee performance with positive regression coefficients. Job satisfaction is an intervening variable between the Working Environment HR performance.

Keyword: Discipline Work, Work Environment, Job Satisfaction, HR Performance