

## ABSTRAK

Dalam penelitian ini menggunakan teknik sensus yaitu mengambil seluruh karyawan bagian produksi yang bekerja di CV. Pirsia Tenun Pekalongan sebanyak 40 orang. Pertanyaan diberikan dengan menggunakan koesioner yang terdiri dari pertanyaan terbuka dan pertanyaan tertutup, jawaban responden terhadap pertanyaan – pertanyaan tertutup mengenai variabel yang diteliti dalam penelitian ini, kemudian dianalisis *path analysis* dan regresi berganda dengan menggunakan program SPSS.

Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara disiplin kerja terhadap kinerja sumber daya manusia, terdapat pengaruh positif dan signifikan motivasi eksterinsik antara terhadap kinerja sumber daya manusia, terdapat pengaruh positif dan signifikan antara motivasi eksterinsik terhadap disiplin, terdapat pengaruh positif dan signifikan antara lingkungan kerja fisik terhadap kinerja sumber daya, terdapat pengaruh positif dan signifikan antara lingkungan kerja fisik terhadap disiplin kerja, motivasi eksterinsik berpengaruh langsung terhadap kinerja sumber daya manusia tidak melalui disiplin kerja, lingkungan kerja fisik berpengaruh langsung terhadap kinerja sumber daya.

**Kata kunci :** Motivasi Eksterinsik, Lingkungan kerja fisik, Disiplin kerja dan Kinerja sumber daya manusia.

## **ABTRACT**

*In this research using census techniques that take up the entire production employees who work in the CV. Pirsu Tenun Pekalonganas many as 40 people. The question is given by using questioner which consist of open questions and closed questions, the respondents' answers to the question - closed questions regarding the variables examined in this study, then analyzed path analysis and multiple regression using SPSS program.*

*The results showed that there is positive and significant correlation between the work discipline on the performance of human resources, there is a positive and significant influence of eksterinsik motivation between the performance of human resources, there is positive and significant correlation between eksterinsik motivation against discipline, there is positive and significant correlation between the environment physical work on the performance of resources, there is positive and significant correlation between physical work environment to work discipline, eksterinsik motivation directly influence the performance of human resources not through the discipline of work, physical work environment directly affects the performance of resources.*

**Keywords:** *Eksterinsik Motivation, the physical work environment, Discipline of work and performance of human resources.*