

ABSTRAK

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ANALISIS PENGARUH *LEARNING ORGANIZATION*, *WORK MOTIVATION*, *WORK ENVIRONMENT* TERHADAP *EMPLOYEE PERFORMANCE* DIMEDIASI OLEH *JOB SATISFACTION* PADA KARYAWAN DI PT XYZ TOLITOLI

(xviii + 158 halaman; 28 tabel; 16 gambar; 13 lampiran)

Di era *Volatility, Uncertainty, Complexity, Ambiguity* (VUCA), perusahaan dituntut untuk semakin meningkatkan manajemen sumber daya manusia secara maksimal dan profesional untuk menghasilkan kinerja terbaik dalam mencapai tujuan perusahaan. Penelitian ini bertujuan untuk menganalisis pengaruh *Learning Organization*, *Work Motivation* dan *Work Environment* terhadap *Employee Performance* dengan *Job Satisfaction* sebagai variabel mediasi. Penelitian menggunakan pendekatan kuantitatif dengan metode *cross-sectional*. Data dikumpulkan melalui kuesioner online yang telah dimodifikasi dari instrumen penelitian terdahulu. Responden berjumlah 75 orang karyawan PT. XYZ yang berlokasi di Tolitoli dengan kriteria masa kerja minimal satu tahun. Analisis data dilakukan menggunakan perangkat lunak SmartPLS. Hasil penelitian menunjukkan bahwa semua variabel memiliki pengaruh positif dan signifikan terhadap *Job Satisfaction* dan *Employee Performance*, juga *Job Satisfaction* yang mampu memediasi pengaruh *Learning Organization*, *Work Motivation* dan *Work Environment* terhadap *Employee Performance*. Temuan ini memberikan implikasi teoritis dalam pengelolaan manajemen sumber daya manusia (SDM) dan implikasi manajerial bagi PT. XYZ Tolitoli dalam merumuskan strategi peningkatan kinerja karyawan. Penelitian ini juga menyadari adanya keterbatasan, terutama pada lingkup dan metode yang digunakan, sehingga direkomendasikan adanya pengembangan penelitian lebih lanjut dengan cakupan dan pendekatan yang lebih luas.

Kata Kunci : *learning organization, work motivation, work environment, job satisfaction employee performance.*

Referensi : 58 (2005-2024)

ABSTRACT

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ANALYSIS OF THE INFLUENCE OF LEARNING ORGANIZATION, WORK MOTIVATION, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE MEDIATED BY JOB SATISFACTION AMONG EMPLOYEES AT PT XYZ TOLITOLI

(xviii + 158 pages; 28 tables; 16 figures; 13 appendices)

In the era of Volatility, Uncertainty, Complexity, and Ambiguity (VUCA), companies are required to maximize and professionalize human resource management to achieve optimal performance in reaching organizational goals. This study aims to analyze the influence of Learning Organization, Work Motivation, and Work Environment on Employee Performance with Job Satisfaction as a mediating variable. The research uses a quantitative approach with a cross-sectional method. Data were collected through an online questionnaire modified from previous research instruments. The respondents consisted of 75 employees at PT. XYZ located in Tolitoli with a minimum work tenure of one year. Data analysis was conducted using SmartPLS software. The results show that all variables have a positive and significant influence on Job Satisfaction and Employee Performance, and Job Satisfaction can mediate the influence of Learning Organization, Work Motivation, and Work Environment on Employee Performance. These findings provide theoretical implications for human resource management and managerial implications for PT. XYZ Tolitoli in formulating strategies to improve employee performance. The study also acknowledges limitations, particularly in scope and methods used, and recommends further research with broader coverage and approaches.

Keywords : learning organization, work motivation, work environment, job satisfaction, employee performance

References : 58 (2005–2024)