

Abstract

Human resources play a role that is no less important than other resources such as natural resources, financial resources, scientific and technological resources. Human resources in an organization must be a major concern and of course their competencies must also be developed to improve company performance. One of the multinational companies that opened branches in Indonesia, namely PT. Inoac Polytechno Indonesia (IPI) based in Japan. Being a company that competes in the era of globalization is certainly not easy, especially if it has branches in different countries. In order for the products produced to remain of high quality and meet standards, the performance of employees, especially those in the production division, must be considered. To get an initial picture of the performance of the employees of PT. Inoac Polytechno Indonesia (IPI) production division, the author conducted interviews with HRD Supervisor PT. Inoac Polytechno Indonesia Plan Tangerang.

This study aims to determine the effect of work environment and work discipline on employee performance through employee involvement as an intervening variable. The population in this study were employees of the production division of PT. Inoac Polytechno Indonesia Plan Tangerang with 173 employees as respondents. The analytical technique used is descriptive analysis and Partial Least Square (PLS) tools SmartPLS 3.0.

Based on the results of the descriptive analysis, it shows that the overall work environment is included in the very good category of 84.66%, the overall work discipline is included in the good category of 81.39%, the overall employee involvement is included in the good category of 80.44%. , overall employee performance is included in the good category of 80.95%. The results of the hypothesis analysis show that: (1) the work environment has a positive and significant effect on employee engagement, (2) work discipline has a positive and significant effect on employee engagement, (3) the work environment has a positive and significant effect on employee performance, (4) discipline work has a positive and significant effect on employee performance, (5) employee involvement has a positive and significant effect on employee performance, (6) the work environment has a positive and significant effect on employee performance through employee involvement but is not significant, (7) work discipline has a positive and significant effect on performance employees through employee engagement.

Keywords: *work environment, work discipline, employee performance, employee engagement.*