

ABSTRACT

PERUMDAM Mojopahit Mojokerto is a regional state-owned enterprise that plays an important role and is directly involved as a provider of services for the clean water supply needs of the community in Mojokerto Regency. As a service provider company, it certainly has a great responsibility to provide good clean water facilities to the community, prioritizing public satisfaction through excellent service. Providing good services can demonstrate the performance level of employees in the company. Good performance can be achieved when employees work in a motivated condition. Where work motivation and employee performance can be influenced by factors such as work stress, work discipline, and work environment. This research aims to analyze the effect of work stress, work discipline, and work environment on work motivation and employee performance. This study uses a quantitative approach as a method of data collection through the distribution of questionnaires to 59 employees of PERUMDAM Mojopahit Mojokerto. The analysis in this study employs the Partial Least Square (PLS) method. The results indicate that work stress does not have a significant effect on work motivation or employee performance, with values of ($\beta = -0.203$; $p = 0.200$) and ($\beta = 0.225$; $p = 0.206$) respectively. Work discipline significantly affects work motivation and employee performance, with values of ($\beta = 0.540$; $p = 0.000$) and ($\beta = 0.459$; $p = 0.002$) respectively. The work environment also has a significant effect on work motivation, with a value of ($\beta = 0.547$; $p = 0.004$), but the work environment does not have a significant effect on employee performance, with a value of ($\beta = 0.037$; $p = 0.864$). Work motivation does not have a significant influence on employee performance with a value of ($\beta = 0.037$; $p = 0.864$). Based on these findings, it can be concluded that more optimal employee performance can be achieved through strengthening the level of work discipline and creating a comfortable, safe and conducive work environment.

Keywords: *Work Discipline, Employee Performance, Work Environment, Work Motivation, Work Stress*