

ABSTRACT

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Study Program : Management
Title : *The Influence of Work Discipline and Work Environment on Internship Performance with Work Motivation as an Intervening Variable*

This study aims to analyze the influence of work discipline and work environment on the internship performance of students in the Merdeka Belajar Kampus Merdeka (MBKM) program, with work motivation as a mediating variable. The research was conducted on students participating in the Certified Internship and Independent Study Program (MSIB) at PT Bank BTPN Syariah Tbk. A quantitative approach was applied by distributing questionnaires to 222 respondents who had completed their internship. The data were analyzed using the Partial Least Square (PLS) method. The results indicate that work discipline and work environment positively and significantly influence work motivation, and that work motivation significantly affects internship performance. Additionally, work motivation is proven to mediate the relationship between work discipline and work environment on students' internship performance. This research is expected to contribute to the development of internship programs in both education and industry.

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