

**PENGARUH BUDAYA ORGANISASI, MOTIVASI KERJA DAN  
LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA KSP  
CU DHARMA PRIMA KITA YOGYAKARTA**

**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui “Pengaruh Budaya Organisasi, Motivasi Kerja, Lingkungan Kerja Terhadap Kinerja Karyawan Pada KSP CU Dharma Prima Kita”. Jenis penelitian ini adalah penelitian kuantitatif yaitu penelitian yang menjelaskan hubungan antar variable, menguji teori dan fenomena sosial yang diteliti. Populasi dalam penelitian ini adalah Karyawan Pada KSP CU Dharma Prima Kita, sebanyak 40 karyawan. Dengan teknik pengumpulan data menggunakan kuesioner yang dilakukan dengan cara penyebaran angket kepada 40 responden. Berdasarkan hasil uji t dapat dilihat Budaya Organisasi tidak berpengaruh signifikan terhadap Kinerja Karyawan, Motivasi Kerja tidak memiliki pengaruh signifikan terhadap Kinerja Karyawan serta Lingkungan Kerja memiliki pengaruh positif dan signifikan terhadap Kinerja Karyawan. Berdasarkan hasil uji F Budaya Organisasi, Motivasi Kerja dan Lingkungan Kerja secara simultan memiliki pengaruh positif dan signifikan terhadap Kinerja Karyawan.

**KATA KUNCI :** Budaya Organisasi, Motivasi Kerja, Lingkungan Kerja, Kinerja Karyawan

**THE EFFECT OF ORGANIZATIONAL CULTURE, WORK MOTIVATION  
AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT KSP  
CU DHARMA PRIMA KITA**

**ABSTRACT**

*This study aims to determine "The Influence of Organizational Culture, Work Motivation, Work Environment on Employee Performance at KSP CU Dharma Prima Kita". This type of research is quantitative research, namely research that explains the relationship between variables, tests theories and social phenomena under study. The population in this study were employees at KSP CU Dharma Prima Kita, as many as 40 employees. With data collection techniques using a questionnaire which is done by distributing questionnaires to 40 respondents. Based on the results of the t test, it can be seen that organizational culture has no significant effect on employee performance, Work motivation does not have a significant effect on employee performance and the work environment has a positive and significant effect on employee performance. Based on the results of the F test, Organizational Culture, Work Motivation and Work Environment simultaneously have a positive and significant effect on Employee Performance.*

**KEYWORDS :** *Organizational Culture, Work Motivation, Work Environment, Employee Performance*