

## ABSTRAK

### ANALISIS PENGARUH LINGKUNGAN KERJA, DISIPLIN KERJA DAN BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN

(Studi kasus pada Dinas Tenaga Kerja Kabupaten Sleman)

Oleh :

Dwi Apriyati (16051046)

Email: [dwiapriyati95@gmail.com](mailto:dwiapriyati95@gmail.com)

Dosen Pembimbing :

Drs. Raswan Udjang, M.Si.

## ABSTRAK

Penelitian ini bertujuan untuk: (1) Menganalisis pengaruh lingkungan kerja terhadap kinerja karyawan Dinas Tenaga Kerja Kabupaten Sleman, (2) Menganalisis pengaruh disiplin kerja terhadap kinerja karyawan Dinas Tenaga Kerja Kabupaten Sleman, (3) Menganalisis pengaruh budaya organisasi terhadap kinerja karyawan Dinas Tenaga Kerja Kabupaten Sleman, (4) Menganalisis pengaruh lingkungan kerja, disiplin kerja dan budaya organisasi secara simultan terhadap kinerja karyawan pada Dinas Tenaga Kerja Kabupaten Sleman.

Sampel yang digunakan pada penelitian ini adalah seluruh karyawan di Dinas Tenaga Kerja Kabupaten Sleman. Metode pengambilan sampel yang digunakan adalah sampling jenuh atau (*Probability sampling*). Metode analisis data yang digunakan adalah analisis regresi linier berganda.

Pada taraf signifikansi 5%, hasil penelitian menunjukkan bahwa: (1) Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Dinas Tenaga Kerja Kabupaten Sleman dibuktikan dengan nilai ( $\beta$ ) 0,441 dan nilai signifikansi  $*p < 0,05$  ( $*p = 0,023$ ), (2) Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Dinas Tenaga Kerja Kabupaten Sleman dibuktikan dengan nilai ( $\beta$ ) 0,457 dan nilai signifikansi  $*p < 0,05$  ( $*p = 0,026$ ), (3) Budaya organisasi berpengaruh negatif dan signifikan terhadap kinerja karyawan Dinas Tenaga Kerja Kabupaten Sleman dibuktikan dengan nilai ( $\beta$ ) -0,305 dan nilai signifikansi  $*p < 0,05$  ( $*p = 0,041$ ), (4) lingkungan kerja, disiplin kerja dan budaya organisasi secara simultan atau bersama – sama berpengaruh positif dan signifikan terhadap kinerja karyawan Dinas Tenaga Kerja Kabupaten Sleman dibuktikan dengan  $F$  hitung = 10.450 dan nilai signifikansi  $*p < 0,05$  ( $*p = 0,000$ ). Kontribusi lingkungan kerja, disiplin kerja dan budaya organisasi untuk menjelaskan kinerja karyawan Dinas Tenaga Kerja Kabupaten Sleman sebesar ( $R^2$ ) 0,433.

Kata kunci : Lingkungan Kerja, Disiplin Kerja, Budaya Organisasi, Kinerja Karyawan.

## **ABSTRACT**

### **ANALYSIS OF EFFECT OF WORK ENVIRONMENT, WORK DISCIPLINE AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE**

*(Case Study at the Sleman Regency Manpower Office)*

By:

Dwi Apriyati (16051046)

Email: [dwiapriyati95@gmail.com](mailto:dwiapriyati95@gmail.com)

Supervisor Lecture :

Drs. Raswan Udjang. M.Si.

## **ABSTRACT**

*This study aims to: (1) Analyze the influence of the work environment on the performance of employees of the Sleman Regency Manpower Office, (2) Analyze the effect of work discipline on the performance of the Sleman Regency Manpower Office employees, (3) Analyze the influence of organizational culture on the performance of the Department of Manpower employees Sleman Regency, (4) Analyze the effect of work environment, work discipline and organizational culture simultaneously on employee performance at the Sleman Regency Manpower Office.*

*The sample used in this study was all employees at the Sleman Regency Manpower Office. The sampling method used is saturated sampling or (probability sampling). The data analysis method used is multiple linear regression analysis.*

*At the significance level of 5%, the results showed that: (1) The work environment had a positive and significant effect on the performance of the employees of the Sleman Regency Manpower Office as evidenced by the value ( $\beta$ ) 0.441 and the significance value  $* p < 0.05$  ( $* p = 0.023$ ), (2) Work discipline has a positive and significant effect on the performance of employees of the Sleman Regency Manpower Office as evidenced by the value ( $\beta$ ) 0.457 and the significance value  $* p < 0.05$  ( $* p = 0.026$ ), (3) Organizational culture has a negative and significant effect on the performance of employees of the Sleman Regency Manpower Office is evidenced by the value ( $\beta$ ) -0.305 and the significance value  $* p < 0.05$  ( $* p = 0.041$ ), (4) work discipline, work environment, and organizational culture simultaneously or together - together positive and significant effect on the performance of employees of the Sleman Regency Manpower Office as evidenced by  $F$  arithmetic = 10,450 and the significance value  $* p < 0.05$  ( $* p = 0,000$ ). The contribution of work environment, work discipline and organizational culture to explain the performance of the Sleman Regency Manpower Department employees was ( $R^2$ ) 0.433.*

*Keywords: Work Environment, Work Discipline, Organizational Culture, Employee Performance*