

**PENGARUH BUDAYA ORGANISASI, LINGKUNGAN KERJA DAN
MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA DIVISI
TECHNOLOGY PT. XYZ**

***THE EFFECT ORGANIZATIONAL CULTURE, WORK ENVIRONMENT
AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN
TECHNOLOGY DIVISION AT PT. XYZ***

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi, lingkungan kerja dan motivasi kerja secara simultan dan parsial terhadap kinerja karyawan pada Divisi *Technology* PT. XYZ. Metode yang digunakan pada penelitian ini adalah deskriptif kuantitatif dan verifikatif. Penggunaan sampel dalam penelitian berjumlah 112 orang karyawan dalam penyebaran kuesioner. Data kuesioner diuji melalui metode uji validitas, reliabilitas dan asumsi klasik. Teknik analisis menggunakan skala ordinal untuk menganalisis regresi linear berganda, analisis korelasi berganda, analisis koefisien determinasi, uji hipotesis. Tanggapan karyawan terhadap budaya organisasi berada dalam kategori cukup baik, lingkungan kerja dalam kategori cukup baik, motivasi kerja dalam kategori tinggi dan kinerja karyawan dalam kategori tinggi. Hasil penelitian menunjukkan bahwa secara simultan dan parsial budaya organisasi, lingkungan kerja dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada Divisi *Technology* PT. XYZ .

Kata Kunci : Budaya Organisasi, Lingkungan Kerja, Motivasi Kerja dan Kinerja Karyawan.

ABSTRACT

This study aims to determine the effect of organizational culture, work environment and work motivation simultaneously and partially on employee performance at the Technology Division of PT. XYZ. The method used in this research is descriptive quantitative and verification. The use of samples in the study amounted to 112 employees in distributing questionnaires. Questionnaire data was tested through the method of testing the validity, reliability and classical assumptions. The analysis technique uses an ordinal scale to analyze multiple linear regression, multiple correlation analysis, analysis of the coefficient of determination, hypothesis testing. The employee's response to the organizational culture is in the fairly good category, the work environment in the fairly good category, work motivation in the high category and employee performance in the high category. The results showed that simultaneously and partially organizational culture, work environment and work motivation had a positive and significant effect on employee performance at the Technology Division of PT. XYZ.

Keywords: Organizational Culture, Work Environment, Work Motivation and Employee Performance.