

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Budaya Organisasi, Lingkungan Kerja, dan Kompetensi Terhadap Kinerja Pegawai pada Perum Perhutani Divisi Regional Jawa Tengah. Pengambilan sample menggunakan teknik *purposive sampling* sehingga didapatkan sample sebanyak 113 responden. Pengumpulan data menggunakan angket. Uji validitas instrument menggunakan analisis factor konfirmatori, uji reliabilitas menggunakan pendekatan nilai *Cronbach Alpha*, dan uji pengaruh menggunakan analisis regresi linear berganda. Hasil penelitian ini adalah: (1) Budaya Organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai, (2) Lingkungan kerja berpengaruh negatif dan tidak signifikan terhadap kinerja pegawai, (3) Kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci: Budaya Organisasi, Lingkungan Kerja, Kompetensi, Kinerja Pegawai

ABSTRACT

This study aims to test and analyze the Impact Of Organizational Culture, Work Environment, and Competency On Employee Performance at Perum Perhutani Central Java Regional Division. Sampling uses purposive sampling technique so that a sample of 113 respondents is obtained. Data collection uses a questionnaire. Instrument validity test uses confirmatory factor analysis, reliability test uses the Cronbach Alpha value approach, and impact test uses multiple linear regression analysis. The result of this research are: (1) Organizational Culture has a positive and significant impact on employee performance, (2) Work Environment has a negative and not significant impact on employee performance, (3) Competency has a positive and significant impact on employee performance.

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