

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi, disiplin kerja, lingkungan kerja dan stres kerja terhadap kinerja karyawan PT. Sandang Asia Maju Abadi Semarang. Teknik pengumpulan data menggunakan teknik *purposive sampling* dengan kriteria karyawan tetap dengan masa kerja >3 tahun. Berdasarkan kriteria tersebut diperoleh sampel berjumlah 136 responden. Alat uji penelitian ini menggunakan uji validitas, reliabilitas dan analisis regresi berganda menggunakan program aplikasi SPSS 25. Berdasarkan hasil penelitian tersebut diketahui bahwa: (1) budaya organisasi pengaruh positif dan signifikan terhadap kinerja karyawan PT. Sandang Asia Maju Abadi Semarang, (2) disiplin kerja pengaruh positif dan signifikan terhadap kinerja karyawan PT. Sandang Asia Maju Abadi Semarang, (3) lingkungan kerja pengaruh negatif dan tidak signifikan terhadap kinerja karyawan PT. Sandang Asia Maju Abadi Semarang, (4) stres kerja pengaruh negatif dan signifikan terhadap kinerja karyawan PT. Sandang Asia Maju Abadi Semarang.

Kata kunci : Budaya Organisasi, Disiplin Kerja, Lingkungan Kerja, Stres kerja dan Kinerja karyawan

ABSTRACT

This study aims to analyze the influence of organizational culture, work discipline, work environment and work stress on the performance of employees of PT. Sandang Asia Maju Abadi Semarang. Data collection techniques using purposive sampling technique with the criteria of permanent employees with a work period of > 3 years. Based on these criteria a sample of 136 respondents was obtained. This research test tool used the validity, reliability and multiple regression analysis using the SPSS 25 application program. Based on these results it is known that: (1) organizational culture has a positive and significant effect on the performance of employees of PT. Sandang Asia Maju Abadi Semarang, (2) work discipline has a positive and significant effect on the performance of the employees of PT. Sandang Asia Maju Abadi Semarang, (3) work environment has a negative and not significant effect on the performance of employees of PT. Sandang Asia Maju Abadi Semarang, (4) work stress has a negative and significant effect on the performance of the employees of PT. Sandang Asia Maju Abadi Semarang.

keywords: organizational culture, work discipline, work environment, work stress and employee performance