

ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh motivasi kerja, disiplin kerja, lingkungan kerja dan budaya organisasi terhadap kinerja karyawan PT.Solusi Bangun Indonesia,Tbk Cilacap yang menggunakan teknik convenience sampling dengan kriteria karyawan tetap dengan masa kerja > 4 tahun. Berdasarkan kriteria tersebut diperoleh sample 100 responden. Alat uji penelitian ini menggunakan uji validitas, reliabilitas dan analisis regresi berganda. Berdasarkan hasil penelitian tersebut bisa disimpulkan bahwa : (1) Motivasi kerja tidak berpengaruh positif dan tidak signifikan terhadap kinerja karyawan PT.Solusi Bangun Indonesia,Tbk Cilacap, (2)disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT.Solusi Bangun Indonesia,Tbk Cilacap, (3) lingkungan kerja tidak berpengaruh positif dan signifikan terhadap kinerja karyawan PT.Solusi Bangun Indonesia,Tbk Cilacap, (4) budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan PT.Solusi Bangun Indonesia,Tbk Cilacap.

Kata Kunci : Motivasi kerja, Disiplin kerja, Lingkungan kerja, Budaya organisasi dan kinerja karyawan

ABSTRACT

This study aims to analyze the effect of work motivation, work discipline, work environment and organizational culture on the performance of employees of PT.Solusi Bangun Indonesia, Tbk Cilacap, which uses convenience sampling techniques with the criteria of permanent employees with a work period of > 4 years. Based on these criteria, 100 respondents were obtained. This research test tool uses the validity, reliability and multiple regression analysis. Based on these results it can be concluded that: (1) Work motivation does not have a positive and significant effect on the performance of employees of PT.Solusi Bangun Indonesia, Tbk Cilacap, (2) work discipline has a positive and significant effect on the performance of employees of PT.Solusi Bangun Indonesia, Tbk Cilacap, (3) the work environment does not have a positive and significant effect on the performance of the employees of PT.Solusi Bangun Indonesia, Tbk Cilacap, (4) organizational culture has a positive and significant effect on the performance of the employees of PT.Solusi Bangun Indonesia, Tbk Cilacap.

Keywords: work motivation, work discipline, work environment, organizational culture and employee performance.