

ABSTRAKSI

Pengaruh Budaya Organisasi, Lingkungan Kerja, Dan Karakteristik Individu Terhadap Kinerja Karyawan PT. STARS INTERNASIONAL. Skripsi Program Studi Manajemen Sekolah Tinggi Ilmu Ekonomi Mahardhika Surabaya. Penelitian ini membahas tentang pengaruh budaya organisasi, lingkungan kerja, dan karakteristik individu terhadap kinerja karyawan PT. Stars Internasional. Jenis penelitian ini adalah *explanatory research* dengan pendekatan kausal komparatif. Populasi dalam penelitian ini adalah karyawan PT. STARS INTERNASIONAL yang berjumlah 72 orang. Teknik sampling dalam penelitian ini menggunakan metode sensus, yaitu adalah seluruh populasi dijadikan sampel yang berjumlah 72 orang. Metode analisis penelitian ini menggunakan analisis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa: (1) budaya organisasi, lingkungan kerja, dan karakteristik individu secara simultan berpengaruh signifikan terhadap kinerja karyawan dengan kontribusi sebesar 77,8%. (2) budaya organisasi berpengaruh signifikan terhadap kinerja karyawan dengan kontribusi sebesar 29,9%. (3) lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan dengan kontribusi sebesar 27,2%. (4) karakteristik individu berpengaruh signifikan terhadap kinerja karyawan dengan kontribusi sebesar 25,6%. (5) budaya organisasi memberikan pengaruh dominan terhadap kinerja karyawan.

Kata kunci : Budaya organisasi, Lingkungan kerja, Karakteristik individu, Kinerja

ABSTRACT

The Effect of Organizational Culture, Work Environment, and Individual Characteristics on the Performance of Employees of PT. Stars International. Thesis. Management Study Program Mahardhika School of Economics Surabaya. This study discusses the influence of organizational culture, work environment, and individual characteristics on the performance of employees of PT. Stars International Surabaya. This type of research is explanatory research with a comparative causal approach. The population in this study were employees of PT. Stars International, amounting to 72 people. The sampling technique in this study uses the census method, which is the entire population made into a sample of 72 people. The method of analysis of this study uses multiple linear regression analysis. The results of this study indicate that: (1) organizational culture, work environment, and individual characteristics simultaneously have a significant effect on employee performance with a contribution of 77.8%. (2) organizational culture has a significant effect on employee performance with a contribution of 29.9%. (3) the work environment has a significant effect on employee performance with a contribution of 27.2%. (4) individual characteristics significantly influence employee performance with a contribution of 25.6%. (5) organizational culture provides a dominant influence on employee performance.

Keywords: Organizational culture, Work environment, Individual characteristics, Performance