

ABSTRAK

This study was intended to determine the effect of organizational culture, individual characteristics, and work environment on the work productivity of pt employees. Tanaya hospitality group (boncafe steak & ice cream restaurant outlet pregolan) surabaya. This research was conducted using a quantitative approach that is research that focuses on testing hypotheses with statistical analysis tools and produces conclusions that can be generalized. The population used in this study were all boncafe steak & ice cream outlets in Surabaya pregolan, while the number of samples used in this study were 60 respondents. The test equipment used was multiple linear regression analysis techniques with the help of SPSS 21.0 software. From the results of the research that has been done it can be concluded that, the results of the validity test are valid, the reliability test is reliable, and the classic assumption test that shows that the data is normal, and free from heteroscedasticity and multicollinearity. Multiple linear regression analysis obtained the model $Y = 0.942 + 0.182 X1 + 0.268 X2 + 0.126 X3 + e$, From the results of the F Test the results obtained are Fcount sig. F test $0.006 < 0.05$, which means that organizational culture (X1), individual characteristics (X2), and work environment (X3) simultaneously have a significant effect on work productivity (Y) boncafe steak & ice cream restaurant. From the t test results it can be seen that the organizational culture (X1) and work environment (X3) do not significantly and positively influence work productivity (Y) boncafe steak & ice cream restaurant, with each of them having tcount (1,476), tcount (1,511) is smaller than ttabel (2.00324), while the individual characteristic variable (X2) has tcount (2.669) which is greater than ttabel (2.00324) which means that individual characteristics (X2) have a partial effect on work productivity variable (Y).

Keywords: organizational culture, individual characteristics, work environment, work productivity.