

ABSTRAK

Tujuan penelitian ini adalah : (1) untuk mengkaji dan menganalisis pengaruh lingkungan kerja, kompensasi dan budaya organisasi secara simultan terhadap kinerja karyawan PT. Usaha Gedung Mandiri di Surabaya, (2) untuk mengkaji dan menganalisis pengaruh lingkungan kerja, kompensasi dan budaya organisasi secara parsial terhadap kinerja karyawan PT. Usaha Gedung Mandiri di Surabaya, (3) untuk mengetahui diantara variabel lingkungan kerja, kompensasi dan budaya organisasi yang berpengaruh dominan terhadap kinerja karyawan PT. Usaha Gedung Mandiri di Surabaya. Lokasi penelitian dilakukan di PT. Usaha Gedung Mandiri di Surabaya. Sampel yang diambil sebanyak 70 responden dan metode *sampling* yang digunakan adalah sampel total (*total sampling*), artinya seluruh populasi dijadikan sebagai sampel. Teknik pengumpulan data menggunakan kuisisioner dengan skala Likert. Metode analisis menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa (1) lingkungan kerja, kompensasi dan budaya organisasi berpengaruh secara simultan terhadap kinerja karyawan PT. Usaha Gedung Mandiri di Surabaya, (2) lingkungan kerja, kompensasi dan budaya organisasi berpengaruh secara parsial terhadap kinerja karyawan PT. Usaha Gedung Mandiri di Surabaya, (3) kompensasi berpengaruh dominan terhadap kinerja karyawan PT. Usaha Gedung Mandiri di Surabaya.

Kata kunci : lingkungan kerja, kompensasi, budaya organisasi, kinerja karyawan.

ABSTRACT

The objectives of this research are: (1) to study and analyze the influence of the work environment, compensation and organizational culture simultaneously on the performance of the employees of PT. Usaha Gedung Mandiri in Surabaya, (2) to examine and analyze the influence of the work environment, compensation and organizational culture partially on the performance of employees of PT. Usaha Gedung Mandiri in Surabaya, (3) to determine which variables of work environment, compensation and organizational culture have dominant influence on employee performance of PT. Independent Building Business in Surabaya. The research location was conducted at PT. Usaha Gedung Mandiri in Surabaya. Samples were taken as many as 70 respondents and the sampling method used was total sampling, meaning that the entire population was used as a sample. The data collection technique used a questionnaire with a Likert scale. The method of analysis uses multiple linear regression analysis. The results showed that (1) the work environment, compensation and organizational culture had a simultaneous effect on the performance of the employees of PT. Usaha Gedung Mandiri in Surabaya, (2) work environment, compensation and organizational culture partially influence the performance of employees of PT. Usaha Gedung Mandiri in Surabaya, (3) compensation has a dominant effect on the performance of the employees of PT. Usaha Gedung Mandiri in Surabaya.

Keywords: work environment, compensation, organizational culture, employee performance.