

ABSTRAK

Dengan melayani masyarakat yang semakin baik merupakan salah satu tujuan dari Kecamatan Grati Kabupaten Pasuruan, oleh sebab itu perlu dilakukan peningkatan kinerja pegawai Kecamatan Grati Kabupaten Pasuruan. Penelitian ini berjudul "Pengaruh Disiplin Kerja, Lingkungan Kerja dan Budaya Kerja Terhadap Kinerja Pegawai Kecamatan Grati Kabupaten Pasuruan." Dengan menggunakan sampel secara acak diperoleh 40 responden pegawai Kecamatan Grati Kabupaten Pasuruan. Tujuan penelitian ini adalah untuk mengetahui pengaruh disiplin kerja, lingkungan kerja dan budaya kerja terhadap kinerja pegawai. Jenis penelitian ini merupakan penelitian kuantitatif dan menggunakan metode Analisis Regresi Berganda serta dibantu dengan *SPSS for Windows* diperoleh persamaan $Y = -0,169 + 0,291 X_1 + 0,461 X_2 + 0,289 X_3$ dan nilai Koefisien Determinasi sebesar 76,3 % sedangkan lingkungan kerja merupakan variabel dominan. Kesimpulan dalam penelitian ini yaitu: 1. Disiplin kerja secara parsial berpengaruh terhadap kinerja pegawai Kecamatan Grati Kabupaten Pasuruan. 2. Lingkungan kerja secara parsial berpengaruh terhadap kinerja pegawai Kecamatan Grati Kabupaten Pasuruan. 3. Budaya kerja secara parsial berpengaruh terhadap kinerja pegawai Kecamatan Grati Kabupaten Pasuruan. 4. Disiplin kerja, lingkungan kerja dan budaya kerja secara simultan berpengaruh terhadap kinerja pegawai Kecamatan Grati Kabupaten Pasuruan. 5. Lingkungan mempunyai pengaruh paling dominan terhadap kinerja pegawai Kecamatan Grati Kabupaten Pasuruan.

Kata Kunci: Disiplin Kerja, Lingkungan Kerja, Budaya Kerja, Kinerja.

ABSTRACT

By serving the community better is one of the goals of the Grati District, Pasuruan Regency, therefore it is necessary to improve the performance of the Grati District employees, Pasuruan Regency. This research is entitled "The Influence of Work Discipline, Work Environment and Work Culture on Employee Performance in Grati Subdistrict, Pasuruan Regency." By using a random sample, 40 respondents were obtained from employees of the Grati District, Pasuruan Regency. The purpose of this study was to determine the effect of work discipline, work environment and work culture on employee performance. This type of research is a quantitative research and uses the Multiple Regression Analysis method and is assisted by SPSS for Windows in processing the data, the equation $Y = -0.169 + 0.291 X_1 + 0.461 X_2 + 0.289 X_3$ and the value of the coefficient of determination is 76.3% while the work environment is a variable dominant. The conclusions in this study are: 1. Work discipline partially affects the performance of employees in Grati District, Pasuruan Regency. 2. The work environment partially affects the performance of employees in the Grati District, Pasuruan Regency. 3. Work culture partially affects the performance of employees in Grati District, Pasuruan Regency. 4. Work discipline, work environment and work culture simultaneously affect the performance of employees in Grati Subdistrict, Pasuruan Regency. 5. The environment has the most dominant influence on the performance of employees in the Grati District, Pasuruan Regency.

Keywords: Work Discipline, Work Environment, Work Culture, Performance.