

ABSTRAK

Skripsi ini merupakan penelitian untuk kepentingan mengetahui hubungan dari Budaya Kerja (*Organizational Culture*), Lingkungan Kerja (*Work Environment*), dan Disiplin Kerja (*Work Discipline*) terhadap Kinerja Karyawan (*Employee Performance*). Penelitian ini merupakan penelitian dengan metode kuantitatif dengan desain korelasional deskriptif. Dilakukan pada ruang lingkup perusahaan logistik JNE Express Cabang Utama Surabaya spesifikasi department operasional gudang dan pengiriman disebut Departement Inbound. Analisa data menggunakan beberapa rangkaian uji yaitu uji validitas, uji realibilitas, uji asumsi, uji hipotesis korelasional, dan uji tabulasi silang. Uji hipotesis pada penelitian ini menggunakan uji non-parametrik dikarenakan terdapatnya data analisis yang tidak normal Budaya Organisasi (Sig :0.00), Lingkungan Kerja (Sig :0.01), Disiplin Kerja (Sig :0.00), Kinerja Karyawan (Sig :0.00) dimana ketentuan normalitas diatas (>) 0.05. Namun, data bersifat linier Budaya Organisasi - Kinerja Karyawan (sig : 0.000) Lingkungan Kerja - Kinerja Karyawan (sig : 0.000) Disiplin Kerja - Kinerja Karyawan (0.000) ketentuan linieritas signifikansi ($p \leq 0.05$). Pengukuran variabel penelitian Kinerja Karyawan dengan 3 *point-scale* oleh Bangun (2012), Budaya Organisasi 4 *point-scale* disebut DOCS oleh Denison (2012), Lingkungan Kerja 7 *point-scale* oleh Sedarmayanti (2007), Disiplin Kerja 4 *point-scale* oleh Sutrisno (2013). Ditemukan bahwa keseluruhan aspek independen variabel memiliki hubungan positif dan berkorelasi kuat dengan dependent variabel. Budaya Organisasi - Kinerja Karyawan (sig.p – 0.000) nilai N (0.600**) Lingkungan kerja – Kinerja Karyawan (sig.p – 0.000) nilai N (566**) Disiplin Kerja - Kinerja Karyawan (sig.p – 0.000) nilai N (0.625**) . Memenuhi syarat dinyatakan korelasi positif apabila signifikansi ($p < 0.05$). Persepsi karyawan perusahaan tersebut memiliki nilai yang tinggi terhadap kinerja karyawan apabila pada budaya organisasi khususnya terkait dengan interaksi antar pimpinan sampai dengan rekan kerja memiliki rasa saling mendukung, ruangan di department inbound telah mendukung persepsi kebutuhan karyawan, dan jam kerja dilakukan monitoring secara berkala sehingga karyawan di department tersebut merasa memiliki tanggung jawab yang nantinya meningkatkan kinerja karyawan. Budaya kerja, Lingkungan Kerja, dan Disiplin Kerja menjadi satu kesatuan yang memiliki pengaruh terhadap kinerja karyawan (Suwandono & Sutanto, 2015).

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

ABSTRACT

*This thesis is a research for the purpose of knowing the relationship of Organizational Culture, Work Environment, and Work Discipline to Employee Performance. This research is a quantitative method with a descriptive correlational design. It is carried out within the scope of the logistics company JNE Express, Surabaya Main Branch, the specifications for the warehouse and shipping operations department are called the Inbound Department. Data analysis used several series of tests, namely validity test, reliability test, assumption test, correlational hypothesis test, and cross tabulation test. Hypothesis testing in this study using non-parametric tests due to the presence of abnormal analysis data Organizational Culture (Sig:0.00), Work Environment (Sig:0.01), Work Discipline (Sig:0.00), Employee Performance (Sig:0.00) where the provisions normality above ($>$) 0.05. However, the data is linear Organizational Culture - Employee Performance (sig : 0.000) Work Environment - Employee Performance (sig : 0.000) Work Discipline - Employee Performance (0.000) with the provision of significant linearity (p) 0.05. Measurement of employee performance research variables with 3 point-scale by Bangun (2012), 4 point-scale organizational culture called DOCS by Denison (2012), 7-point-scale work environment by Sedarmayanti (2007), 4-point-scale work discipline by Sutrisno (2013) . It was found that all aspects of the independent variable had a positive relationship and were strongly correlated with the dependent variable. Organizational Culture - Employee Performance (sig.p – 0.000) N score (0.600**) Work environment – Employee Performance (sig.p – 0.000) N score (566**) Work Discipline - Employee Performance (sig.p – 0.000) value N (0.625**) . Eligible stated positive correlation if the significance (p) < 0.05. The perception of the company's employees has a high value on employee performance if the organizational culture, especially related to interactions between leaders and co-workers, has a sense of mutual support, rooms in the inbound department have supported the perception of employee needs, and working hours are monitored regularly so that employees in The department feels that it has a responsibility which will improve employee performance. Work culture, work environment, and work discipline become a single entity that has an influence on employee performance (Suwandono & Sutanto, 2015).*

Key words : Organizational Culture, Work Environment, and Work Discipline, Employee Performance