

## ABSTRAK

Pada penelitian ini dirumuskan masalah sebagai berikut : (1) Apakah Disiplin Kerja, Budaya Organisasi Dan Lingkungan Kerja berpengaruh secara simultan terhadap kinerja karyawan PT. Praja Mitra Mandiri Di Surabaya?; (2) Apakah Disiplin Kerja, Budaya Organisasi Dan Lingkungan Kerja berpengaruh secara parsial terhadap kinerja karyawan PT. Praja Mitra Mandiri Di Surabaya?; (3) Variabel manakah diantara variabel Disiplin Kerja, Budaya Organisasi Dan Lingkungan Kerja yang berpengaruh dominan terhadap kinerja karyawan PT. Praja Mitra Mandiri Di Surabaya. Untuk menjawab permasalahan diatas digunakan metode penelitian berikut : (1) Lokasi penelitian dilakukan di PT. Praja Mitra Mandiri Di Surabaya. (2) Sampel yang diambil sebanyak 42 responden dan metode sampling yang digunakan adalah *total sampling/sensus* artinya dari 42 responden diambil semua sebagai sampling; (3) Identifikasi variabel yaitu untuk dependen variabel (Y) kinerja karyawan, dan independen variabel (X) terdiri dari Disiplin Kerja, Budaya Organisasi Dan Lingkungan Kerja; (4) Skala pengukuran menggunakan skala Likert; dan (5) Metode analisis menggunakan analisis regresi linier berganda. Adapun hasil penelitian adalah sebagai berikut (1) Disiplin Kerja, Budaya Organisasi Dan Lingkungan Kerja berpengaruh secara simultan terhadap kinerja karyawan PT. Praja Mitra Mandiri Di Surabaya; (2) Disiplin Kerja, Budaya Organisasi Dan Lingkungan Kerja berpengaruh secara parsial terhadap kinerja karyawan PT. Praja Mitra Mandiri Di Surabaya; (3) Lingkungan Kerja berpengaruh dominan terhadap kinerja karyawan PT. Praja Mitra Mandiri Di Surabaya.

**Kata-kata kunci : disiplin kerja, budaya organisasi, lingkungan kerja dan kinerja karyawan.**

## ABSTRACT

In this study the problem is formulated as follows: (1) Is Work Discipline, Organizational Culture and Work Environment simultaneously influence the performance of employees of PT. Praja Mitra Mandiri in Surabaya ?; (2) Does Work Discipline, Organizational Culture and Work Environment partially influence the performance of employees of PT. Praja Mitra Mandiri in Surabaya ?; (3) Which variables among the variables of Work Discipline, Organizational Culture and Work Environment that have a dominant influence on the performance of employees of PT. Praja Mandiri Partners in Surabaya. To answer the above problems, the following research methods are used: (1) The location of the study was conducted at PT. Praja Mitra Mandiri in Surabaya. (2) Samples taken as many as 42 respondents and the sampling method used is total sampling / census means that from 42 respondents all were taken as sampling; (3) Identification of variables, namely for variable dependent (Y) employee performance, and independent variables (X) consisting of Work Discipline, Organizational Culture and Work Environment; (4) The measurement scale uses a Likert scale; and (5) The method of analysis uses multiple linear regression analysis. The results of the study are as follows (1) Work Discipline, Organizational Culture and Work Environment simultaneously influence the performance of employees of PT. Praja Mitra Mandiri in Surabaya; (2) Work Discipline, Organizational Culture and Work Environment partially influence the performance of employees of PT. Praja Mitra Mandiri in Surabaya; (3) Work Environment has a dominant influence on the performance of employees of PT. Praja Mitra Mandiri in Surabaya.

**Key words: work discipline, organizational culture, work environment and employee performance.**