

## ABSTRAK

Di era digital ini untuk mempertahankan perusahaan yang memproduksi surat kabar, sangatlah penuh tantangan hal ini dikarenakan orang lebih cenderung tertarik terhadap informasi dari media *on line* dari pada media cetak. Sehingga surat kabar media cetak harus berusaha meningkatkan kinerja karyawannya agar kinerja perusahaan juga meningkat. Penelitian ini berjudul “Pengaruh Budaya Organisasi, Disiplin Kerja dan Komitmen Terhadap Kinerja Karyawan PT. Jawa Pos Media Surat Kabar Di Surabaya” dengan sampel sebanyak 50 responden. Tujuan penelitian ini adalah untuk menguji dan menganalisis pengaruh budaya organisasi, disiplin kerja dan komitmen terhadap kinerja karyawan menggunakan metode Analisis Regresi Linier Berganda diperoleh persamaan  $Y = -0,663 + 0,417 X_1 + 0,334 X_2 + 0,371 X_3$  Dan koefisien determinasi sebesar 82,2 %. Kesimpulan dalam penelitian ini yaitu: a). Budaya organisasi, disiplin kerja dan komitmen secara parsial berpengaruh signifikan terhadap kinerja karyawan PT. Jawa Pos Media Surat Kabar di Surabaya. b). Budaya organisasi, disiplin kerja dan komitmen secara simultan berpengaruh signifikan terhadap kinerja karyawan PT. Jawa Pos Media Surat Kabar di Surabaya. c) Budaya organisasi berpengaruh paling dominan terhadap kinerja karyawan PT. Jawa Pos Media Surat Kabar di Surabaya.

**Kata Kunci : Budaya Organisasi, Disiplin Kerja, Komitmen, Kinerja**

## **ABSTRACT**

*In this digital era to maintain companies that produce newspapers, it is very challenging because people are more likely to be attracted to information from online media than print media. So that printed media newspapers must try to improve the performance of their employees so that the company's performance also increases. This research entitled "The Influence of Organizational Culture, Work Discipline and Commitment to Employee Performance of PT. Jawa Pos Media Newspaper in Surabaya "with a sample of 50 respondents. The purpose of this study was to examine and analyze the influence of organizational culture, work discipline and commitment to employee performance using the Multiple Linear Regression Analysis method obtained by the equation  $Y = - 0.663 + 0.417 X_1 + 0.334 X_2 + 0.371 X_3$ .*

*And the coefficient of determination is 82.2%. The conclusions in this study are: a). Organizational culture, work discipline and commitment partially have a significant effect on the performance of employees of PT. Jawa Pos Media Newspaper in Surabaya. b). Organizational culture, work discipline and commitment simultaneously have a significant effect on the performance of employees of PT. Jawa Pos Media Newspaper in Surabaya. c) Organizational culture has the most dominant influence on the performance of employees of PT. Jawa Pos Media Newspaper in Surabaya.*

**Keywords: Organizational Culture, Work Discipline, Commitment, Performance**