

ABSTRAK

Kinerja karyawan menjadi tumpuan dan harapan bagi suatu perusahaan untuk dapat bersaing serta mempertahankan posisi sebagai suatu perusahaan yang mantab dan berkembang. Oleh sebab itu, perusahaan harus mampu mengelola sumber daya manusianya dengan berbagai pendekatan, dan kebijakan sehingga karyawan akan memberikan kinerja terbaiknya. Namun pada kenyataannya, kantor produksi PT Sang Hyang Seri kebun Sukamandi kabupaten Subang kurang mampu mengoptimalkan kebijakan dalam hal peningkatan kinerja karyawan dengan memperhatikan faktor-faktor yang mempengaruhi kinerja seperti lingkungan kerja dan budaya organisasi.

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, dan budaya organisasi terhadap kinerja karyawan di kantor produksi PT Sang Hyang Seri kebun Sukamandi. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 60 responden. Metode analisis data dan uji hipotesis yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, koefisien determinasi simultan dan koefisien determinasi parsial, uji hipotesis simultan dan uji hipotesis parsial. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara lingkungan kerja, dan budaya organisasi terhadap kinerja karyawan di kantor produksi PT Sang Hyang Seri kebun Sukamandi secara simultan adalah 48%. sedangkan secara parsial besarnya pengaruh lingkungan kerja terhadap kinerja karyawan sebesar 28,9%, pengaruh budaya organisasi terhadap kinerja karyawan sebesar 19,1%.

Kata Kunci: Lingkungan Kerja, Budaya Organisasi, dan Kinerja Karyawan

ABSTRACT

Employee performance is the foundation and hope for a company to be able to compete and maintain its position as a stable and growing company. Therefore, companies must be able to manage their human resources with various approaches and policies so that employees will give their best performance. However, in reality, the production office of PT Sang Hyang Seri Sukamandi field, Subang district, is less able to optimize policies in terms of improving employee performance by paying attention to factors that affect performance such as work environment and organizational culture

This research aims to determine the effect of work environment, and organizational culture on employee performance at production office PT Sang Hyang Seri unit Sukamandi farm. The research method used is descriptive and verification method with a total sample of 60 respondents. The data analysis and hypothesis testing methods used were multiple linear regression analysis, multiple correlation analysis, coefficient of simultaneous determination and coefficient of partial determination, simultaneous hypothesis testing and partial hypothesis testing. The results showed that there was a positive and significant influence between work environment, and organizational culture on employee performance at production office PT Sang Hyang Seri unit Sukamandi farm simultaneously, which was 48%. while partially the influence of work environment on employee performance is 28,9%, and the effect organizational culture on employee performance is 19,1%

Keywords: Work Environment, Organizational Culture, and Employee Performance