

ABSTRAK

Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh lingkungan kerja dan budaya organisasi terhadap kinerja karyawan pada CV. Cahya Pelita Surya. Populasi dalam penelitian ini adalah seluruh pegawai CV. Cahya Pelita Surya sebanyak 60 orang. Pengambilan sampel menggunakan sensus sampel jenuh (*non probability sampling*) karena populasinya sebanyak 60 responden. Metode pengumpulan data yang digunakan adalah deskriptif dan verifikatif. Teknik pengumpulan data yang digunakan data primer seperti wawancara, observasi, kuisisioner dan data sekunder seperti ebook, buku fisik, jurnal, web internet. Metode analisis data yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, analisis koefisien determinasi. Hasil penelitian ini menunjukkan bahwa variabel lingkungan kerja dan variabel budaya organisasi di CV. Cahya Pelita Surya memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Besarnya tingkat hubungan lingkungan kerja dan budaya organisasi terhadap kinerja karyawan, berdasarkan hasil korelasi (R) sebesar 0,857 yang artinya adanya hubungan yang kuat terhadap kinerja karyawan. Besarnya pengaruh lingkungan kerja dan budaya organisasi terhadap kinerja karyawan, berdasarkan hasil koefisien determinasi (R Square) sebesar 0,734 atau 73,4% sedangkan sisanya sebesar 26,6% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.

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

ABSTRACT

This research aims to find out how the work environment and organizational culture influence employee performance at CV. Solar Lamp Light. The population in this study were all CV employees. Solar Pelita Light as many as 60 people. Sampling used a saturated sample census (non-probability sampling) because the population was 60 respondents. The data collection method used is descriptive and verification. Data collection techniques used are primary data such as interviews, observations, questionnaires and secondary data such as ebooks, physical books, journals, internet websites. The data analysis methods used are multiple linear regression analysis, multiple correlation analysis, coefficient of determination analysis. The results of this research show that work environment variables and organizational culture variables at CV. Cahaya Pelita Surya has a positive and significant influence on employee performance. The level of relationship between the work environment and organizational culture on employee performance is based on correlation results (R) of 0.857, which means there is a strong relationship with employee performance. The magnitude of the influence of the work environment and organizational culture on employee performance is based on the results of the coefficient of determination (R Square) of 0.734 or 73.4%, while the remaining 26.6% is influenced by other factors not examined in this research.

Keywords: Work Environment, Organizational Culture, and Employee Performance