

ABSTRAK

Penelitian ini dilatarbelakangi oleh masih belum optimalnya Kinerja Karyawan pada Bank BJB Kantor Cabang Buahbatu Kota Bandung. Kondisi tersebut terlihat dari pencapaian kinerja yang masih mengalami fluktuasi serta adanya beberapa aspek yang perlu ditingkatkan dalam pelaksanaan pekerjaan. Penelitian ini bertujuan untuk mengetahui kondisi Gaya Kepemimpinan, Budaya Organisasi, Lingkungan Kerja, dan Kinerja Karyawan serta mengetahui pengaruh Gaya Kepemimpinan, Budaya Organisasi, dan Lingkungan Kerja terhadap Kinerja Karyawan baik secara parsial maupun simultan pada Bank BJB Kantor Cabang Buahbatu Kota Bandung. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Pengumpulan data dilakukan melalui penyebaran kuesioner kepada karyawan Bank BJB Kantor Cabang Buahbatu Kota Bandung. Analisis data dilakukan menggunakan analisis regresi linear berganda, korelasi berganda, koefisien determinasi, serta pengujian hipotesis secara parsial dan simultan dengan bantuan SPSS. Hasil penelitian menunjukkan bahwa Gaya Kepemimpinan dan Budaya Organisasi berada pada kategori kurang baik, sedangkan Lingkungan Kerja berada pada kategori tidak baik. Secara parsial, Gaya Kepemimpinan, Budaya Organisasi, dan Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Budaya Organisasi memberikan kontribusi paling besar terhadap Kinerja Karyawan dibandingkan variabel lainnya. Secara simultan, Gaya Kepemimpinan, Budaya Organisasi, dan Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan dengan kontribusi sebesar 59,5%, sedangkan 40,5% dipengaruhi oleh faktor lain yang tidak diteliti.

Kata Kunci: Gaya Kepemimpinan, Budaya Organisasi, Lingkungan Kerja, Kinerja Karyawan.

ABSTRACT

This research is motivated by the suboptimal performance of employees at Bank BJB Buahbatu Branch Office in Bandung City. This condition is reflected in fluctuating performance achievements and several aspects that still need to be improved in the implementation of work. This study aims to determine the conditions of Leadership Style, Organizational Culture, Work Environment, and Employee Performance, as well as to examine the influence of Leadership Style, Organizational Culture, and Work Environment on Employee Performance, both partially and simultaneously, at Bank BJB Buahbatu Branch Office in Bandung City.

The research method used was descriptive and verificative methods with a quantitative approach. Data were collected by distributing questionnaires to employees of Bank BJB Buahbatu Branch Office in Bandung City. Data analysis was conducted using multiple linear regression analysis, multiple correlation analysis, the coefficient of determination, and partial and simultaneous hypothesis testing with the assistance of SPSS.

The results showed that Leadership Style and Organizational Culture were categorized as poor, while the Work Environment was categorized as very poor. Partially, Leadership Style, Organizational Culture, and Work Environment had a positive and significant effect on Employee Performance. Organizational Culture made the greatest contribution to Employee Performance compared to the other variables. Simultaneously, Leadership Style, Organizational Culture, and Work Environment had a positive and significant effect on Employee Performance, with a contribution of 59.5%, while the remaining 40.5% was influenced by other factors not examined in this study.

Keywords: *Leadership Style, Organizational Culture, Work Environment, Employee Performance.*