

THE INFLUENCE OF ORGANIZATIONAL CULTURE, LEADERSHIP STYLE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE (NON PNS) DI KECAMATAN BABAT

ABSTRACT

This study aims to determine the effect of organizational culture, leadership style, and work environment on employee performance (Non PNS) in Babat sub-district. The method used in this study uses quantitative research methods. And the samples used in this study were 35 employees. Based on the results of multiple linear regression analysis, it was found that the most dominant factor influencing employee performance was the Kerjahal Environment which was proven by the highest standardized coefficient value. Work Environment has a significant effect on employee performance. The better the work environment, the employee's performance will increase. Leadership style has a significant effect on employee performance, meaning that if the leadership style is getting better, then employee performance will increase. Organizational culture also has a significant good effect, so employee performance will increase.

Keywords : Organizational Culture, Leadership Style, Work Environment

PENGARUH BUDAYA ORGANISASI GAYA KEPEMIMPINAN DAN LINGKUNGAN KERJA
TERHADAP KINERJA KARYAWAN (NON PNS) DI KECAMATAN BABAT

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi, gaya kepemimpinan, dan lingkungan kerja terhadap kinerja karyawan (Non PNS) di kecamatan Babat. Adapun metode yang digunakan dalam penelitian ini menggunakan metode penelitian kuantitatif. Dan sampel yang digunakan dalam penelitian ini sebanyak 35 karyawan.

Berdasarkan hasil analisis regresi linear berganda diperoleh bahwa faktor yang paling dominan berpengaruh terhadap kinerja karyawan adalah Lingkungan Kerja ini dibuktikan dengan nilai *standardized coefficient* yang terbesar. Lingkungan Kerja berpengaruh secara signifikan terhadap kinerja karyawan. Semakin baik lingkungan kerja, maka kinerja karyawan akan meningkat. Gaya kepemimpinan berpengaruh signifikan terhadap kinerja karyawan artinya apabila gaya kepemimpinan semakin baik, maka kinerja karyawan akan meningkat. Budaya Organisasi juga berpengaruh baik secara signifikan, maka kinerja karyawan akan meningkat.

Kata Kunci : Budaya Organisasi, Gaya Kepemimpinan, Lingkungan Kerja