

Influence of Organizational Culture, Work Environment, and Work Discipline Regarding Employee Performance at the Lamongan Regency Central Statistics Agency

By:

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ABSTRACT

This study aims to determine the effect of Organizational Culture, Work Environment, and Work Discipline on Employee Performance at the Central Statistics Agency of Lamongan Regency. This research was conducted at the Central Statistics Agency of Lamongan Regency located at Jl. Veteran No. 185 Tlogoanyar, Lamongan District, Lamongan Regency, East Java. This research is a survey with quantitative research. The population in this study were employees of the Central Statistics Agency of Lamongan Regency. Sampling using saturated sampling techniques and obtained a sample of 38 respondents. Data collection techniques in this study used questionnaires. Data analysis used is validity test, reliability test, multiple linear regression analysis, classical assumption test, hypothesis test, and R2 determination coefficient test. Hypothesis testing through the t test is used to determine the effect of Organizational Culture, Work Environment, and Work Discipline on Employee Performance at the Central Statistics Agency of Lamongan Regency. From the analysis results obtained the results of the t-test of the Organizational Culture Variable $t_{count} = 2,551 > t_{table} = 1.690$, Work environment $t_{count} = 2,463 > t_{table} = 1.690$, and Work discipline variable $t_{count} = 6,630 > t_{table} = 1.690$. which means that the Organizational Culture, Work environment, and Work discipline variables affect the Employee performance variable. While the R square of 0.824 shows that 82.4% of the Employee performance variable is influenced by Organizational culture, Work environment, and Work discipline. While the rest is influenced by other variables that are not studied.

Keywords: *Organizational culture, work environment, work discipline and employee performance*

**Pengaruh Budaya Organisasi, Lingkungan kerja, dan Disiplin Kerja
Terhadap Kinerja Pegawai Di Badan Pusat Statistik Kabupaten Lamongan**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Budaya Organisasi, Lingkungan kerja, dan Disiplin Kerja Terhadap Kinerja Pegawai Di Badan Pusat Statistik Kabupaten Lamongan. Penelitian ini dilakukan di Badan Pusat Statistik Kabupaten Lamongan yang beralamatkan di Jl.Veteran No.185 Tlogoanyar, Kecamatan Lamongan Kabupaten Lamongan , Jawa Timur Penelitian ini bersifat survey dengan penelitian kuantitatif. Populasi dalam penelitian ini adalah pegawai Badan Pusat Statistik Kabupaten Lamongan. Pengambilan sampel menggunakan teknik sampling jenuh dan didapatkan sampel sebanyak 38 responden. Teknik pengumpulan data dalam penelitian ini menggunakan kuesioner. Analisis data yang digunakan adalah uji validitas, uji reliabilitas, analisis regresi linier berganda, uji asumsi klasik, uji hipotesis, serta uji koefisien determinasi R². Uji hipotesis melalui uji t yang digunakan untuk mengetahui pengaruh Budaya Organisasi, Lingkungan kerja, dan Disiplin Kerja Terhadap Kinerja Pegawai Di Badan Pusat Statistik Kabupaten Lamongan. Dari hasil analisis didapat hasil uji t Variabel Budaya Organisasi thitung = 2.551 > ttabel = 1,690, Lingkungan kerja thitung = 2.463 > ttabel = 1,690, dan Variabel Disiplin kerja thitung = 6.630 > t tabel = 1,690. yang berarti bahwa Variabel Budaya Organisasi, Lingkungan kerja, dan Disiplin kerja mempengaruhi Variabel Kinerja pegawai. Sedangkan R square sebesar 0,824 menunjukkan bahwa 82,4% Variabel Kinerja pegawai dipengaruhi oleh Budaya organisasi, Lingkungan kerja, dan Disiplin kerja. Sedangkan sisanya dipengaruhi oleh variabel lain yang tidak diteliti.

Kata kunci : Budaya organisasi, Lingkungan kerja, Disiplin kerja dan Kinerja pegawai