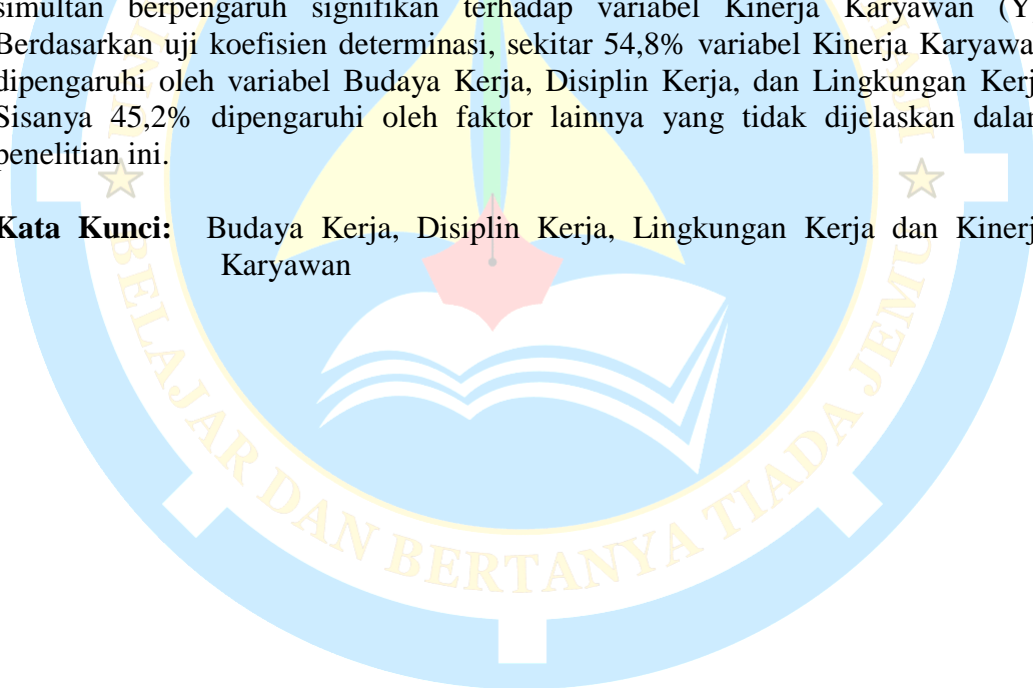# ABSTRAK

Sugianto, 2023: Dampak Budaya Kerja, Disiplin Kerja, dan Lingkungan Kerja Terhadap Kinerja Karyawan Di PT Prima Bintang Permata Tanjungpinang. Tim Promotor : Hj. Iranita. S.E., M.Si dan Dr. Dodi Dermawan. S.E.,M.Ec

Penelitian ini bertujuan untuk menjelaskan Budaya Kerja, Disiplin Kerja, dan Lingkungan Kerja Terhadap Kinerja Karyawan. Populasi didalam penelitian ini adalah 52 orang karyawan Di PT Prima Bintang Permata Tanjungpinang. Pengambilan sampel dengan Teknik *purposive sampling*, maka jumlah sampel sebanyak 30 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan reliabilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Budaya Kerja (X_1), Disiplin Kerja (X_2), Lingkungan Kerja (X_3) terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai F_{hitung} 12.732 dengan nilai F_{tabel} 2.975 mengidentifikasi bahwa variabel Budaya Kerja (X_1), Disiplin Kerja (X_2), Lingkungan Kerja (X_3) secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 54,8% variabel Kinerja Karyawan dipengaruhi oleh variabel Budaya Kerja, Disiplin Kerja, dan Lingkungan Kerja Sisanya 45,2% dipengaruhi oleh faktor lainnya yang tidak dijelaskan dalam penelitian ini.

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

ABSTRACT

Sugianto, 2023: The Impact of Work Culture, Work Discipline, and Work Environment on Employee Performance at PT Prima Bintang Permata Tanjungpinang. Promoter Team : Hj. Iranita. S.E., M.Si and Dr. Dodi Dermawan S.E.,M.Ec

This study aims to explain Work Culture, Work Discipline, and Work Environment on Employee Performance. The population in this study were 52 employees at PT Prima Bintang Permata Tanjungpinang. Sampling using purposive sampling technique, the total sample is 30 employees. This type of research is quantitative research. The questionnaire tested the validity and reliability. Data were analyzed using multiple linear regression analysis, including the t_{test}, F_{test}, and the coefficient of determination. The results showed that partially the variables Work Culture (X_1), Work Discipline (X_2), Work Environment (X_3) on Employee Performance (Y). The results of the F test obtained an Fcount value of 12,732 with a Ftable value of 2,975 identifying that the variables Work Culture (X1), Work Discipline (X2), Work Environment (X3) simultaneously have a significant effect on Employee Performance (Y) variables. Based on the coefficient of determination test, about 54.8% of the employee performance variable is influenced by work culture, work discipline, and work environment. The remaining 45.2% is influenced by other factors not explained in this study.

Keywords: *Work Culture, Work Discipline, Work Environment and Employee Performance*