

ABSTRAK

Pengaruh Budaya Organisasi, Lingkungan Kerja dan Kompensasi Terhadap Kinerja Pegawai PT. Bank Rakyat Indonesia (BRI) di Kantor Cabang Sukoharjo

Tujuan dari penelitian ini untuk mengetahui pengaruh budaya organisasi, lingkungan kerja dan kompensasi terhadap kinerja pegawai PT. Bank Rakyat Indonesia (BRI) di Kantor Cabang Sukoharjo. Penelitian ini menggunakan metode kuesioner terhadap 75 pegawai. Teknik analisis dalam penelitian ini terdiri dari, pengujian instrument : uji validitas, uji reliabilitas, uji asumsi klasik, analisis linier berganda, uji t, uji F dan uji koefisien determinasi. Hasil uji regresi linier berganda menunjukkan bahwa budaya organisasi, lingkungan kerja dan kompensasi berpengaruh positif terhadap kinerja pegawai PT. Bank Rakyat Indonesia (BRI) di Kantor Cabang Sukoharjo. Hasil uji t menunjukkan bahwa budaya organisasi dan lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai, sedangkan kompensasi berpengaruh tidak signifikan terhadap kinerja pegawai PT. Bank Rakyat Indonesia (BRI) di Kantor Cabang Sukoharjo. Hasil uji F menunjukkan bahwa budaya organisasi, lingkungan kerja dan kompensasi secara simultan berpengaruh signifikan terhadap kinerja pegawai PT. Bank Rakyat Indonesia (BRI) di Kantor Cabang Sukoharjo. Hasil uji Koefisien Determinasi sebesar 0,435 yang berarti variabel budaya organisasi, lingkungan kerja dan kompensasi dapat menjelaskan 43,5% variabel kinerja pegawai, sedangkan sisanya 56,5% dijelaskan variabel lain diluar penelitian.

Kata Kunci : Budaya Organisasi, Lingkungan Kerja, Kompensasi dan Kinerja Pegawai

ABSTRACT

The Effect of Organizational Culture, Work Environment and Compensation on Employee Performance of PT. Bank Rakyat Indonesia (BRI) at the Sukoharjo Branch Office

The purpose of this study was to determine the effect of organizational culture, work environment and compensation on the performance of employees of PT. Bank Rakyat Indonesia (BRI) at the Sukoharjo Branch Office. This study uses a questionnaire method to 75 employees. The analysis technique in this study consisted of, instrument testing: validity test, reliability test, classic assumption test, multiple linear analysis, t test, F test and coefficient of determination test. The results of multiple linear regression tests indicate that organizational culture, work environment and compensation have a positive effect on the performance of employees of PT. Bank Rakyat Indonesia (BRI) at the Sukoharjo Branch Office. T test results indicate that organizational culture and work environment significantly influence employee performance, while compensation has no significant effect on employee performance at PT. Bank Rakyat Indonesia (BRI) at the Sukoharjo Branch Office. F test results show that organizational culture, work environment and compensation simultaneously have a significant effect on the performance of employees of PT. Bank Rakyat Indonesia (BRI) at the Sukoharjo Branch Office. Determination coefficient test results of 0.435 which means that organizational culture, work environment and compensation variables can explain 43.5% of employee performance variables, while the remaining 56.5% is explained by other variables outside the study.

Keywords: Organizational Culture, Work Environment, Compensation and Employee Performance