

**PENGARUH KEPEMIMPINAN, BUDAYA ORGANISASI, DAN  
LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI DI KANTOR  
KECAMATAN BAKI KABUPATEN SUKOHARJO**

**Yesi Silvia Rusiana**  
**2016514400**  
[russianayesi@gmail.com](mailto:russianayesi@gmail.com)

**ABSTRAK**

Tujuan dari penelitian ini untuk mengetahui pengaruh kepemimpinan, budaya organisasi, dan lingkungan kerja terhadap kinerja pegawai di Kantor Kecamatan Baki Kabupaten Sukoharjo. Populasi yang digunakan dalam penelitian ini adalah pegawai Kantor Kecamatan Baki Kabupaten Sukoharjo dengan jumlah sampel sebesar 35 responden. Teknik analisis data yang digunakan adalah uji instrument: uji validitas dan uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji t, uji F, dan  $R^2$ . Hasil uji regresi linier berganda menunjukkan bahwa kepemimpinan berpengaruh negatif sedangkan budaya organisasi dan lingkungan kerja berpengaruh positif terhadap kinerja pegawai di kantor kecamatan baki kabupaten sukoharjo. Hasil uji t menunjukkan bahwa budaya organisasi dan lingkungan kerja berpengaruh signifikan sedangkan kepemimpinan berpengaruh tidak signifikan terhadap kinerja pegawai Di Kantor Kecamatan Baki Kabupaten Sukoharjo. Hasil uji F menunjukkan terdapat pengaruh yang signifikan antara kepemimpinan, budaya organisasi, dan lingkungan kerja secara serempak terhadap kinerja pegawai di Kantor Kecamatan Baki Kabupaten Sukoharjo. Kemampuan variabel kepemimpinan, budaya organisasi, dan lingkungan kerja mampu menjelaskan variabel kinerja pegawai sebesar 74,3% dan sisanya 25,7% dijelaskan oleh variabel lain yang tidak masuk dalam penelitian ini, misalnya motivasi, disiplin kerja, dan kompensasi.

**Kunci: Kepemimpinan, Budaya Organisasi, Lingkungan Kerja, Kinerja Pegawai**

**THE EFFECT OF LEADERSHIP, ORGANIZATIONAL CULTURE, AND  
WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE IN BAKI  
SUB-DISTRICT OFFICE SUKOHARJO REGENCY**

**Yesi Silvia Rusiana**  
**2016514400**  
[rusianayesi@gmail.com](mailto:rusianayesi@gmail.com)

**ABSTRACT**

*The purpose of this study was to determine the effect of leadership, organizational culture, and work environment on employee performance in the baki sub-district office sukoharjo regency. The population used in this study were employee of the baki sub-district office sukoharjo regency with a total 35 respondents. The data analysis technique used is the test instrument: validity test and reliability test, classic assumption test, multiple linier regression analysis, t test, F test, and R<sup>2</sup>. The result of multiple linier regression test show that leadership has a negative effect while organizational culture has a positive effect on employee performance in the baki sub-district office sukoharjo regency. T test result showed that organizational culture and work environment had a significant effect while leadership had no significant effect on employee performance in baki sub-district office sukoharjo regency. F test result show there is a significant influence between leadership, organizational culture, and work environment simultaneously on the employee performance in baki sub-district office sukoharjo regency. Ability variable of the leadership, organizational culture, and work environment are able to explain employee performance variable by 74,3% and the remaining 25,7% is explained by other variable that are not included in this research, for example motivation, work discipline, and compensation.*

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

