

ABSTRAK

**PENGARUH BUDAYA ORGANISASI, LINGKUNGAN KERJA
DAN KEPUASAN KERJA
TERHADAP KINERJA KARYAWAN
Studi Kasus pada Karyawan Bagian Produksi PT. Batik Danar Hadi**

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Penelitian ini bertujuan untuk mengetahui pengaruh secara simultan dan secara parsial budaya organisasi, lingkungan kerja, kepuasan kerja terhadap kinerja karyawan pada karyawan bagian produksi PT Batik Danar Hadi Solo. Penelitian ini dilakukan pada bulan Juni sampai Agustus 2010 di PT Batik Danar Hadi Solo. Pengumpulan data dilakukan dengan teknik menyebar kuesioner kepada responden. Populasi dalam penelitian ini adalah seluruh karyawan bagian produksi PT Batik Danar Hadi. Sampel dalam penelitian ini ditentukan sebanyak 128 responden dengan menggunakan rumus Slovin; dan pengambilannya dengan teknik *purposive sampling*. Teknik analisis data yang digunakan adalah analisis regresi linier berganda uji asumsi klasik, uji t dan uji F. Berdasarkan hasil analisis data diketahui bahwa : 1) secara simultan, budaya organisasi, lingkungan kerja, kepuasan kerja berpengaruh positif terhadap kinerja karyawan. 2) secara parsial, budaya organisasi, lingkungan kerja, kepuasan kerja berpengaruh positif terhadap kinerja karyawan.

ABSTRACT

**THE INFLUENCE OF ORGANIZATIONAL CULTURE, WORK
ENVIRONMENT, AND JOB SATISFACTION
TOWARDS EMPLOYEES PERFORMANCE
A Case Study at Production Department in Batik Danar Hadi Ltd.**

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The purpose of this research is to identify the influence of organizational culture, work environment, and job satisfaction simultaneously and partially on the performance of Production Department employees in Batik Danar Hadi Ltd. This research was conducted during the period of June - August 2010 in Danar Hadi Ltd, Solo. We obtained data by distributing questionnaires to the respondents. All the employees of production department of Batik Danar Hadi Ltd were the population of this research. Samples in this research were determined as many as 128 subjects based on Slovin formula, and we chose purposive *sampling* technique to obtain those samples. Analysis data used was multiple linear regression with the classical assumption tests , namely “t “ and “F” tests. Based on the results of data analysis the research found that: 1) there were simultaneous positive influences of organizational culture, work environment, and job satisfaction on the performances of employees. 2) There were partial positive influences of organization culture, work environment, job satisfaction on the performance of employees.