

ABSTRAK

**PENGARUH LINGKUNGAN KERJA, MOTIVASI, KOMPENSASI DAN
BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN**

Studi Kasus pada STIE YKPN Yogyakarta

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Penelitian ini bertujuan untuk mengetahui pengaruh secara simultan dan parsial lingkungan kerja, motivasi, kompensasi pada kinerja karyawan. Penelitian ini dilaksanakan pada bulan juli 2019 di STIE YKPN Yogyakarta. Populasi karyawan sebanyak 100 karyawan. Teknik analisis data yang digunakan adalah regresi linier berganda, uji asumsi klasik, uji F dan uji t. Hasil dari penelitian menunjukkan bahwa lingkungan kerja tidak berpengaruh signifikan terhadap kinerja karyawan, motivasi berpengaruh signifikan terhadap kinerja karyawan, kompensasi berpengaruh signifikan terhadap kinerja karyawan dan budaya organisasi tidak berpengaruh signifikan terhadap kinerja karyawan. Secara simultan, lingkungan kerja, motivasi, kompensasi dan budaya organisasi berpengaruh signifikan pada kinerja karyawan.

Kata kunci: Lingkungan Kerja, Motivasi, Kompensasi, Budaya Organisasi, Kinerja Karyawan

ABSTRACT

**THE INFLUENCE OF WORK ENVIRONMENT, MOTIVATION,
COMPENSATION AND ORGANIZATIONAL CULTURE ON EMPLOYEE
PERFORMANCE**

A Case Study at STIE YKPN Yogyakarta

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This study aims to determine the simultaneous and partial influence of work environment, motivation, compensation on employee performance. This research was conducted in July 2019 at STIE YKPN Yogyakarta. The population of this research consisted of 100 employees. The data analysis techniques used were multiple linear regression, classic assumption test, F test and t test. The results of the study showed that the work environment did not significantly influence employee performance; motivation had a significant influence on employee performance; compensation had a significant influence on employee performance and organizational culture did not significantly influence employee performance. Simultaneously, work environment, motivation, compensation and organizational culture had a significant influence on employee performance.

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