

ABSTRAK

PENGARUH LINGKUNGAN KERJA, BUDAYA ORGANISASI, DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN DENGAN DIMEDIASI OLEH MOTIVASI KERJA

Maria Millenia Widi Nugraheni
Universitas Sanata Dharma
Yogyakarta
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Penelitian ini bertujuan untuk mengetahui: 1) pengaruh secara langsung lingkungan kerja terhadap kinerja karyawan 2) pengaruh secara langsung budaya organisasi terhadap kinerja karyawan 3) pengaruh secara langsung disiplin kerja terhadap kinerja karyawan 4) pengaruh lingkungan kerja terhadap kinerja karyawan dengan dimediasi oleh motivasi kerja 5) pengaruh budaya organisasi terhadap kinerja karyawan dengan dimediasi oleh motivasi kerja 6) pengaruh disiplin kerja terhadap kinerja karyawan dengan dimediasi oleh motivasi kerja. Teknik pengambilan sampel menggunakan sampling jenuh. Data diperoleh dengan membagikan kuesioner tentang lingkungan kerja, budaya organisasi, disiplin kerja, motivasi kerja, dan kinerja karyawan kepada 80 karyawan CV Serelia Prima Nutrisia. Analisis data menggunakan Partial Least Square dan menggunakan Warp PLS 7.0. Hasil penelitian menunjukkan bahwa: 1) lingkungan kerja secara langsung berpengaruh positif terhadap kinerja karyawan 2) budaya organisasi secara langsung berpengaruh positif terhadap kinerja karyawan 3) disiplin kerja secara langsung tidak berpengaruh terhadap kinerja karyawan 4) lingkungan kerja berpengaruh positif terhadap kinerja karyawan dengan dimediasi penuh oleh motivasi kerja 5) budaya organisasi berpengaruh negatif terhadap kinerja karyawan dengan dimediasi sebagian oleh motivasi kerja 6) disiplin kerja tidak berpengaruh positif terhadap kinerja karyawan dengan dimediasi oleh motivasi kerja.

Kata kunci: lingkungan kerja, budaya organisasi, disiplin kerja, motivasi kerja, kinerja karyawan.

ABSTRACT

THE INFLUENCE OF WORK ENVIRONMENT, ORGANIZATIONAL CULTURE, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE MEDIATED BY WORK MOTIVATION

Maria Millenia Widi Nugraheni
Sanata Dharma University
Yogyakarta
2022

This research aim to determine: 1) the direct influence of work environment on employee performance, 2) the direct influence of organizational culture on employee performance, 3) the direct influence of work discipline on employee performance, 4) the influence of work environment on employee performance mediated by work motivation, 5) the influence of organizational culture on employee performance mediated by work motivation, 6) the influence of work discipline on employee performance mediated by work motivation. The sampling technique used is saturated sampling. Data were obtained by distributing questionnaires about work environment, organizational culture, work discipline, work motivation, and employee performance to 80 employees of CV Serelia Prima Nutrisia. The data were analyzed by using Partial Least Square and WarpPLS 7.0. The results of this research show that: 1) work environment has a direct positive influence on performance, 2) organizational culture has a direct positive on employee performance, 3) work discipline has no direct positive influence on performance, 4) work environment has a positive influence on employee performance with being fully mediated by work motivation, 5) organizational culture has a negative influence on employee performance with being partially mediated by work motivation, 6) work discipline has no positive influence on employee performance mediated by work motivation.

Keywords: work environment, organizational culture, work discipline, motivation, employee performance.