ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Budaya Organisasi terhadap Kinerja Karyawan, Komitmen Organisasi terhadap Kinerja Karyawan dan Loyalitas Kerja terhadap Kinerja Karyawan. Objek penelitian ini adalah karyawan PT Nusantara Regas. Penelitian ini dilakukan terhadap 50 responden menggunakan pendekatan deskriptif kuantitatif dengan metode slovin dan *Proportionated Stratified Random Sampling*. Adapun caranya adalah dengan memberikan kuesioner kepada karyawan di PT Nusantara Regas. Analisis yang digunakan adalah regresi linier berganda dan diolah dengan program SPSS versi 23. Hasil penelitian ini menunjukkan bahwa secara simultan Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan, Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan, Loyalitas Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT Nusantara Regas.

Kata Kunci : Budaya Organisasi, Komitmen Organisasi, Loyalitas dan Kinerja Karyawan.

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ABSTRACT

The aim of this research is to know the effect of Organizational Culture toward Employee Performance, about the effect of Organizational Commitment toward Employee Performance, and about the effect of Work Loyalty toward Employee Performance. The object in this research is PT Nusantara Regas Employee. This research have been conducted toward all with 50 total respondent. This research used quantitative approach with slovin method and proportionated stratified random sampling.. The data that has been taken is questionnaire data that has been distributed to PT Nusantara Regas Employee. The data analysis that used in this research is statistical analysis in a form of multiple linear regression with SPSS version 23. The result of this research shows that Organizational Culture variable positively and significantly effect Employee Performance, Organizational Commitment positively and significantly effect Employee Performance, and Work Loyalty positively and significantly effect PT Nusantara Regas Employee Performance.

Key word : Organizational Culture, Organizational Commitment, Work Loyalty, and Employee Performance

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