

ABSTRACT

The objective of the research to know and explain the correlation of influencing variables of organizational culture, work motivation and discipline on employees performance.

The method used in this study is to survey approach of 120 employees at Head Office of PT Nawakara Group. The Technique of sampling used in this research is done by census method.

The result of the research showed that the variables of organizational culture, work motivation and discipline have positive correlation and significant influence to employees performance. Assess R^2 (coefficient determination) 0,869 or 86,9%. It means that the variables of organizational culture, work motivation and discipline altogether simultaneously influence employees performance, while the rest was influence by the other variables which did not to be explain in the research

Key word : Organizational Culture, Work Motivation, Discipline, Performance Employees

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menjelaskan pengaruh variabel budaya organisasi, motivasi kerja, dan disiplin kerja terhadap kinerja karyawan.

Metode yang digunakan pada penelitian ini adalah survey terhadap 120 karyawan di Kantor Pusat PT. Nawakara Grup dengan teknik pengambilan sampel dilakukan dengan metode sensus.

Hasil penelitian menunjukkan bahwa budaya organisasi, motivasi kerja, disiplin kerja, berpengaruh positif dan signifikan terhadap kinerja karyawan. Nilai *adjusted R Square* sebesar 0,869 atau 86,9% menunjukkan kemampuan variabel budaya organisasi, motivasi kerja, dan variabel disiplin kerja secara simultan menjelaskan pengaruhnya terhadap variabel kinerja, sedangkan sisanya dipengaruhi oleh variabel lain yang tidak dijelaskan/diteliti dalam penelitian ini.

Kata Kunci : *Budaya Perusahaan, Motivasi Kerja, Disiplin Kerja, Kinerja Karyawan*