

## **ABSTRACT**

*This study aims to identify the influence of Organizational Culture, Work Discipline and Communication on the Performance of Daily Workers (THL) at the Tangerang City Transportation Department. The research was conducted quantitatively by descriptive associative method. Sampling was done by survey using questionnaire. The sample used is Daily Workers in Tangerang City Transportation Department as many as 85 respondents. The sampling technique used is probability technique sampling. Data were analyzed by multiple linear regression. The result shows that Organizational Culture significantly influence the performance of THL. Work discipline has significant effect on THL performance. Communication has significant effect on THL performance. Organizational culture, work discipline and communication together significantly influence THL performance. So that it needs to improve employee coordination, create an atmosphere of work environment that can work together, and the application of sanctions for disciplinary actions of THL performance can be improved.*

*Keywords: Organizational culture, work discipline, communication, performance*



## ABSTRAK

Penelitian ini bertujuan untuk mengidentifikasi pengaruh Budaya Organisasi, Disiplin Kerja dan Komunikasi terhadap Kinerja Tenaga Harian Lepas (THL) di Dinas Perhubungan Kota Tangerang. Jenis penelitian kuantitatif dengan metode deskriptif asosiatif. Populasi penelitian seluruh pegawai Tenaga Harian Lepas (THL) di Dinas Perhubungan Kota Tangerang. Teknik pengambilan sample adalah teknik *probability sampling* dengan simple random sampling, menggunakan rumus Slovin ditentukan 85 responden untuk sampling.

Analisis data dengan regresi linier berganda. Hasil menunjukkan bahwa Budaya Organisasi berpengaruh secara signifikan terhadap kinerja THL. Disiplin kerja berpengaruh signifikan terhadap kinerja THL. Komunikasi berpengaruh signifikan terhadap kinerja THL. Budaya organisasi, disiplin kerja dan komunikasi secara bersama-sama berpengaruh secara signifikan terhadap kinerja THL. Sehingga perlu memperbaiki koordinasi pegawai, menciptakan suasana lingkungan kerja yang dapat saling bekerja sama, serta penerapan sanksi atas tindakan indisipliner THL, dengan demikian kinerja THL dapat meningkat.

Kata kunci : Budaya Organisasi, Disiplin Kerja, Komunikasi, Kinerja

