

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, budaya organisasi, dan lingkungan kerja terhadap kinerja karyawan di PT. Sinar Sentra cipta. Responden dalam penelitian ini sebesar 107 orang. Data dikumpulkan langsung dari responden dengan menggunakan instrumen penelitian berupa kuesioner dan teknis analisis data menggunakan software SPSS Ver 24. Hasil penelitian ini menunjukkan bahwa kompensasi berpengaruh positif terhadap kinerja karyawan, budaya organisasi berpengaruh positif terhadap kinerja karyawan, lingkungan kerja berpengaruh positif terhadap kinerja karyawan. Serta kompensasi, budaya organisasi, dan lingkungan kerja berpengaruh secara bersamaan terhadap kinerja pegawai PT. Sinar Sentra Cipta. Variabel yang paling berpengaruh terhadap kinerja pegawai PT. Sinar Sentra Cipta adalah kompensasi.

Kata Kunci : Kompensasi, Budaya Organisasi, Lingkungan Kerja, dan Kinerja Karyawan



ABSTRACT

This study aims to determine the effect of compensation, organizational culture, and working environment on employee performance at PT. Sinar Sentra Cipta. Respondents in this study amounted to 107 people. Data was collected directly from respondents using research instruments in the form of questionnaires and technical data analysis using SPSS Ver 24 software. The results of this study indicate that compensation has a positive effect on employee performance, organizational culture has a positive effect on employee performance, the work environment has a positive effect on employee performance. As well as compensation, organizational culture, and working environment simultaneously affect the performance of employees of PT. Sinar Sentra Cipta. The most influential variable on the performance of employees of PT. Sinar Sentra Cipta is compensation.

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

