

## **ABSTRACT**

*This study aims to analyze the effect of need for achievement, work discipline, and organizational culture on employee performance at PT Sebastian Citra Indonesia. The object of this research was carried out on PT Sebastian Citra Indonesia employees. This research was conducted on 150 respondents using the causal method and the analysis used was Partial Least Square (PLS) analysis. The results of the study show that the variable need for achievement has no significant effect on employee performance. Work discipline variables have a positive and significant effect on employee performance, and organizational culture has no significant effect on employee performance.*

*Keywords: Need for Achievement, Work Discipline, Organizational Culture and Employee Performance.*



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## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *need for achievement*, disiplin kerja, dan budaya organisasi terhadap kinerja karyawan pada PT Sebastian Citra Indonesia. Objek penelitian ini dilakukan terhadap Karyawan PT Sebastian Citra Indonesia. Penelitian ini dilakukan terhadap 150 responden dengan menggunakan metode kausal dan analisis yang digunakan adalah analisis *Partial Least Square* (PLS). Hasil penelitian menunjukkan bahwa variabel *need for achievement* tidak berpengaruh signifikan terhadap kinerja karyawan. Variabel disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dan budaya organisasi tidak berpengaruh signifikan terhadap kinerja karyawan.

Kata kunci : *Need for Achievement*, Disiplin Kerja, Budaya Organisasi dan Kinerja Karyawan.



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