

ABSTRACT

This study aims to analyze the influence of organizational culture, work environment and supervision on employee work discipline with work motivation as a mediating variable at PT Bank Rakyat Indonesia (Persero) Tbk Soekarno Hatta Airport Branch Office. The population of this study were all employees, with a total sample of 104 employees. The data analysis method uses the Structural Equation Model-Partial Least Square (SEM-PLS). The results of the study found that: (1) Organizational culture in team orientation has a significant impact on increasing work motivation. (2) Organizational culture in team orientation has an impact on increasing work discipline significantly. (3) The work environment in a non-physical work environment, namely cooperation between employees, has an impact on increasing work motivation significantly. (4) The work environment in a non-physical work environment, namely cooperation between employees does not have an impact on increasing work discipline significantly. (5) Supervision in setting work standards has an impact on increasing work motivation significantly. (6) Supervision in setting work standards has an impact on increasing work discipline significantly. (7) Work motivation in the need for power has an impact on increasing work discipline significantly. (8) Organizational culture has a significant impact on increasing work discipline through increasing work motivation. (9) The work environment has a significant impact on increasing work discipline through increasing work motivation. (10) Supervision does not have a significant impact on increasing work discipline through increasing work motivation.

Keywords: Organizational Culture, Work Environment, Supervision, and Work Discipline.

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi, lingkungan kerja, dan pengawasan terhadap disiplin kerja karyawan dengan motivasi kerja sebagai variabel mediasi pada PT Bank Rakyat Indonesia (Persero) Tbk Kantor Cabang Bandara Soekarno Hatta. Populasi dari penelitian ini adalah seluruh karyawan, dengan jumlah sampel sebanyak 104 orang karyawan. Metode analisis data menggunakan *Structural Equation Model-Partial Least Square* (SEM-PLS). Hasil penelitian menemukan bahwa: (1) Budaya organisasi dalam orientasi tim memberikan dampak pada peningkatan motivasi kerja secara signifikan. (2) Budaya organisasi dalam orientasi tim memberikan dampak pada peningkatan disiplin kerja secara signifikan. (3) Lingkungan kerja dalam lingkungan kerja non fisik yaitu kerjasama antar karyawan memberikan dampak pada peningkatan motivasi kerja secara signifikan. (4) Lingkungan kerja dalam lingkungan kerja non fisik yaitu kerjasama antar karyawan tidak memberikan dampak pada peningkatan disiplin kerja secara signifikan. (5) Pengawasan dalam menetapkan standar kerja memberikan dampak pada peningkatan motivasi kerja secara signifikan. (6) Pengawasan dalam menetapkan standar kerja memberikan dampak pada peningkatan disiplin kerja secara signifikan. (7) Motivasi kerja dalam kebutuhan kekuasaan memberikan dampak pada peningkatan disiplin kerja secara signifikan. (8) Budaya organisasi memberi dampak signifikan pada peningkatan disiplin kerja melalui peningkatan motivasi kerja. (9) Lingkungan kerja memberi dampak signifikan pada peningkatan disiplin kerja melalui peningkatan motivasi kerja. (10) Pengawasan tidak memberi dampak signifikan pada peningkatan disiplin kerja melalui peningkatan motivasi kerja.

Kata Kunci: Budaya Organisasi, Lingkungan Kerja, Pengawasan dan Disiplin Kerja.