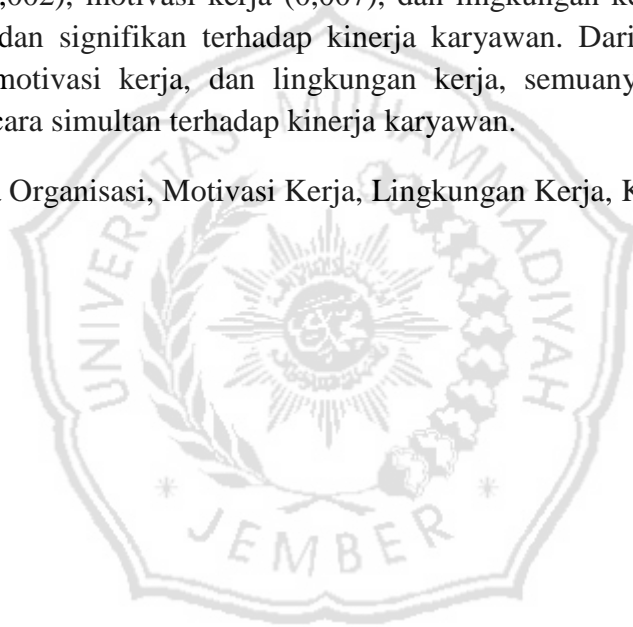# ABSTRAK

Penelitian ini dengan judul Analisis pengaruh budaya organisasi, motivasi kerja dan lingkungan terhadap kinerja karyawan di Dinas Pariwisata Situbondo. Tujuan dari penelitian ini adalah untuk mengetahui budaya organisasi, motivasi kerja, dan lingkungan kerja terhadap kinerja karyawan secara parsial dan simultan. Dalam penelitian ini data dikumpulkan dengan alat bantu berupa wawancara dan kuisoner terhadap 40 responden dengan teknik sampling jenuh, yang bertujuan untuk mengetahui persepsi responden terhadap masing-masing variabel. Analisis yang digunakan meliputi uji instrumen data (uji validitas dan uji realibilitas), analisis regresi linier berganda, uji asumsi klasik (uji normalitas, uji multikolinieritas, dan uji heteroskedastisitas), dan uji hipotesis (uji F, uji T, koefisien determinasi). Dari hasil analisis menggunakan regresi dapat diketahui bahwa variabel budaya organisasi (0,419), motivasi kerja (0,372), dan lingkungan kerja (0,518), semuanya berpengaruh positif dan signifikan terhadap kinerja karyawan. Dari uji t diperoleh hasil budaya organisasi (0,002), motivasi kerja (0,007), dan lingkungan kerja (0,001), semuanya berpengaruh positif dan signifikan terhadap kinerja karyawan. Dari uji F diperoleh hasil budaya organisasi, motivasi kerja, dan lingkungan kerja, semuanya berpengaruh positif signifikan (0,000) secara simultan terhadap kinerja karyawan.

Kata Kunci: Budaya Organisasi, Motivasi Kerja, Lingkungan Kerja, Kinerja Karyawan.

ABSTRACT

This research entitled The analysis effect of organization culture, work motivation, and circumstances toward the employees' effort in the Tourism Department of Situbondo. The aim of this research was to know the organization culture, work motivation, and circumstances toward the employees' effort partially and simultaneously. In this research, the data was collected by using some equipments such as interview and questioners for 40 respondents by saturated sampling technique, which aimed to know the respondents' perception in each variable. The analysis used was consisting of the data instrument test (validity and reliability of the test), double linear regression analysis, classical assumption test (normality, multicolinieierity, and heteroxedastisity tests) and hypothesis test (F-test, T-test, determination coefficient). From the analysis result using the regression, it was known that the organization culture variable (0.419), work motivation (0.372), and the work circumstance (0.518), and all of them affected positively and significantly for the employees' effort. From the T-test, it was got the result of organization culture (0.002), work motivation (0.007), and work circumstance (0.001), all of them affected positively and significantly for the employees' effort. From the F-test, it was got the result of organization culture, work motivation, work circumstance, and all of them had positive significant (0.000) simultaneously toward the employees' effort.

Key words: organization culture, work motivation, work circumstance, employees' effort.