

# ***The Influence of the Work Environment, Workload, and Organizational Culture on East Jakarta BNN Employees During the COVID-19 Pandemic***

By Daniel Hamonangan

## **Abstract**

*This study is a quantitative study that aims to determine the effect of the work environment, workload, and organizational culture on East Jakarta BNN employees during the COVID-19 pandemic. This study uses a sample size of 35 respondents, which are all employees of the East Jakarta BNN. The analysis technique in this study is to use the Coefficient of Determination Test, T test (partial), and F test (simultaneous) using SmartPLS 3.0 software. The test results show that (1) work environment has an effect but not significant on East Jakarta BNN employees, (2) workload has a significant effect on East Jakarta BNN employees, (3) organizational culture has a significant effect on East Jakarta BNN employees, and (4) work environment, workload, and organizational culture have a significant joint effect on East Jakarta BNN employees during the COVID-19 pandemic.*

**Keywords:** *Work Environment, Workload, Organizational Culture, Employee Performance.*

# **Pengaruh Lingkungan Kerja, Beban Kerja, Dan Budaya Organisasi Terhadap Pegawai BNN Jakarta Timur Selama Pandemi COVID-19**

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## **Abstrak**

Tujuan penelitian ini untuk mengetahui pengaruh lingkungan kerja, beban kerja, dan budaya organisasi terhadap pegawai BNN Jakarta Timur selama pandemic COVID-19. Sampel penelitian ini adalah semua pegawai BNN Jakarta Timur sejumlah 35 orang. Data penelitian dianalisis dengan Uji T (parsial), Uji F (Simultan), dan Uji Koefisien Determinasi melalui *software SmartPLS 3.0*. Uji ini memperoleh hasil, yaitu: (1) lingkungan kerja berpengaruh tidak signifikan terhadap pegawai BNN Jakarta Timur, (2) beban kerja berpengaruh signifikan terhadap pegawai BNN Jakarta Timur, (3) budaya organisasi berpengaruh signifikan terhadap pegawai BNN Jakarta Timur, dan (4) lingkungan kerja, beban kerja, dan budaya organisasi berpengaruh signifikan secara bersama-sama terhadap pegawai BNN Jakarta Timur selama pandemi COVID-19.

**Kata Kunci:** Lingkungan Kerja, Beban Kerja, Budaya Organisasi, Kinerja Pegawai.