

Pengaruh Lingkungan Kerja, Budaya Kerja Dan Komitmen Organisasi Terhadap Prestasi Kerja Pegawai Di Lingkungan Sekretariat Jenderal Kementerian Pendidikan Dan Kebudayaan

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Abstrak

Penelitian ini dilakukan untuk mengetahui dan menganalisa tentang pengaruh lingkungan kerja, budaya kerja dan komitmen organisasi terhadap prestasi kerja pegawai di lingkungan Sekretariat Jenderal Kementerian Pendidikan dan Kebudayaan, secara parsial dan simultan. Penelitian ini menggunakan metode survei. dengan teknik pengumpulan data berupa angket, dengan model skala likert. Populasi penelitian adalah pegawai Sekretariat Jenderal Kementerian Pendidikan dan Kebudayaan yang berjumlah 953 orang dan diambil sampel berdasarkan rumus Slovin yaitu sebanyak 100 orang pegawai.

Dengan menggunakan program *Statistical product Solution (SPSS)* versi 20, hasil penelitian menunjukkan bahwa: (1) lingkungan kerja terhadap prestasi kerja pegawai berpengaruh sebesar 30,14%, (2) Budaya kerja terhadap prestasi kerja pegawai berpengaruh sebesar nilai 39,06%, (3) Komitmen organisasi berpengaruh terhadap prestasi kerja pegawai sebesar 50,13%, (4) lingkungan kerja, budaya kerja dan komitmen organisasi secara bersama-sama terhadap prestasi kerja pegawai sebesar 67,8%

Kata Kunci : Prestasi kerja pegawai, lingkungan kerja, budaya kerja, Komitmen Organisasi

***The effect of environmental work,
Cultural work and organization commitment to achievement
employees working in the secretariat general of the ministry
Of education and culture***

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Abstract

This study was conducted to determine and analyze the influence of the work environment, work culture and organizational commitment to employee work performance within the Secretariat General of the Ministry of Education and Culture, partial and simultaneous. This study uses survey data collection techniques in the form of a questionnaire with Likert scale model. The study population were employees of the Secretariat General of the Ministry of Education and Culture, amounting to 953 people and samples taken by the formula Slovin as many as 100 employees.

By using the Statistical program product Solution (SPSS) version 20, the results showed that: (1) The work environment influence on the performance of employees amounted to 30.14%, (2) Working culture influence on the performance of employees in the amount of 39.06%, (3) The commitment of the organization affect the work performance of employees amounted to 50.13%, (4) Work environment, work culture and organizational commitment together on the performance of employees amounted to 67.8%.

Keywords: *work performance of employees, work environment, work culture, Commitment Organization.*