

**PENGARUH BUDAYA ORGANISASI DAN LINGKUNGAN KERJA
TERHADAP KINERJA PEGAWAI PADA DINAS PERDAGANGAN,
PERINDUTRIAN, DAN KOPERASI, UKM KABUPATEN BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh (1) budaya organisasi terhadap kinerja pegawai, (2) lingkungan kerja terhadap kinerja pegawai, (3) budaya organisasi dan lingkungan kerja terhadap kinerja pegawai. Metode penelitian yang digunakan dalam penelitian ini adalah kuantitatif kausal. Subjek dalam penelitian ini adalah seluruh pegawai ASN Dinas Perdagangan, Perindustrian, dan Koperasi, UKM Kabupaten Buleleng, dan objeknya adalah budaya organisasi, lingkungan kerja, dan kinerja pegawai. Populasi penelitian ini sebanyak 42 orang pegawai, dengan sampel semua populasi. Data yang dikumpulkan menggunakan metode (1) kusioner, dan (2) wawancara, kemudian dianalisis menggunakan analisis regresi linear berganda. Hasil yang diperoleh dalam penelitian ini menunjukkan bahwa (1) budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai, (2) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, dan (3) budaya organisasi dan lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai pada Dinas Perdagangan, Perindustrian, dan Koperasi UKM Kabupaten Buleleng.

Kata Kunci: Budaya Organisasi, Lingkungan Kerja, Kinerja Pegawai

***THE INFLUENCE OF ORGANIZATIONAL CULTURE AND WORK
ENVIRONMENT ON EMPLOYEE PERFORMANCE AT THE TRADE,
INDUSTRY AND COOPERATIVE OFFICES, UKM BULELENG REGENCY.***

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ABSTRACT

This study aims to examine the effect of (1) organizational culture on employee performance, (2) work environment on employee performance, and (3) organizational culture and work environment on employee performance. The research method used in this research is causal quantitative. The subjects in this study were all ASN employees of the Trade, Industry, and Cooperatives Office, UKM Buleleng Regency, while the objects of research included organizational culture, work environment, and employee performance. The population of this study amounted to 42 employees, with a sample that included the entire population. Data were collected using the methods of (1) questionnaires and (2) interviews, then analyzed using multiple linear regression analysis. The results obtained show that: (1) organizational culture has a positive and significant effect on employee performance; (2) work environment has a positive and significant effect on employee performance; and (3) organizational culture and work environment simultaneously have a significant effect on employee performance at the Office of Trade, Industry, and SME Cooperatives of Buleleng Regency.

Keywords: Organizational Culture, Work Environment, Employee Performance