

## **ABSTRACT**

Gus Rini Ayu Ningrum (2022), *The Influence of Work Environment and Organizational Culture on Employees' Performance at PT. Pos Indonesia (Persero) Baturaja Branch*. Under the guidance of **Nazipawati, S.E., M.Si and RR. Dimas Veronica Priharti, S.E., M.M.** This thesis discussed the influence of the work environment and organizational culture on the performance of employees at PT. Pos Indonesia (Persero) Baturaja Branch. The population in this study were 27 employees of PT. Pos Indonesia (Persero) Baturaja Branch. The analytical method used was quantitative method using Multiple Linear Regression tool. The results of the analysis explain the value of the coefficient of determination (R square) of 0.877, meaning that in this case the contribution of the influence of the Work Environment and Organizational Culture on Employees' Performance was 87.7%, while the remaining 11.3% was influenced by other variables outside the variables included in this research model, namely work motivation, disciplinary responsibility and incentives (Sedarmayanti, 2017:228). The calculated F value of 85.958 was greater than the F table of 3.40 which stated that the Work Environment and Organizational Culture jointly influence the performance of PT. Pos Indonesia (Persero) Baturaja Branch. The t-count value of each Work Environment (X1) variable was 6.694 and Organizational Culture (X2) was 5,000, which was greater than the t-table of 2.06390 which stated that all variables partially influence the performance of PT. Pos Indonesia (Persero) Baturaja Branch.

**Keywords: Work Environment, Organizational Culture and Employees' Performance.**

## ABSTRAK

Gus rini Ayu Ningrum (2022), Pengaruh Lingkungan Kerja dan Budaya Organisasi Terhadap Kinerja Pegawai PT. Pos Indonesia (Persero) Cabang Baturaja. dibawah bimbingan **Nazipawati, S.E., M.Si dan RR. Dimas Veronica Priharti, S.E., M.M.** Skripsi ini membahas tentang Pengaruh Lingkungan Kerja dan Budaya Organisasi Terhadap Kinerja Pegawai PT. Pos Indonesia (Persero) Cabang Baturaja. Populasi dalam penelitian ini adalah 27 pegawai PT. Pos Indonesia (Persero) Cabang Baturaja. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat Regresi Linear Berganda. Hasil analisis menjelaskan nilai koefisien determinasi (*R square*) sebesar 0,877 artinya dalam hal ini sumbangan pengaruh Lingkungan Kerja dan Budaya Organisasi terhadap Kinerja Pegawai sebesar 87,7%, sedangkan sisanya 11,3% dipengaruhi oleh variabel lainnya diluar variabel yang dimasukkan dalam model penelitian ini, yaitu motivasi kerja, tanggung jawab disiplin dan insentif (Sedarmayanti, 2017:228). Nilai F hitung sebesar 85,958 lebih besar dari F tabel sebesar 3,40 menyatakan bahwa Lingkungan Kerja dan Budaya Organisasi secara bersama-sama berpengaruh terhadap Kinerja Pegawai PT. Pos Indonesia (Persero) Cabang Baturaja. Nilai t hitung masing-masing variabel Lingkungan Kerja ( $X_1$ ) sebesar 6,694 dan Budaya Organisasi ( $X_2$ ) sebesar 5,000 lebih besar jika dibandingkan dengan t tabel sebesar 2,06390 menyatakan seluruh variabel secara parsial berpengaruh terhadap kinerja pegawai PT. Pos Indonesia (Persero) Cabang Baturaja.

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