

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh budaya organisasi dan lingkungan kerja terhadap kinerja pegawai Dinas Perhubungan Kabupaten Grobogan. Populasi dalam penelitian ini adalah 71 Pegawai Dinas Perhubungan Kabupaten Grobogan. Teknik pengambilan sampel pada penelitian ini menggunakan teknik *probability sampling* dengan metode *simple random sampling* dengan jumlah sampel sebanyak 50 pegawai Dinas Perhubungan Kabupaten Grobogan. Teknik analisis yang digunakan menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan budaya organisasi berpengaruh signifikan terhadap kinerja pegawai Dinas Perhubungan Kabupaten Grobogan, lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai Dinas Kabupaten Grobogan, dan secara bersama-sama atau secara simultan budaya organisasi dan lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai Dinas Perhubungan Kabupaten Grobogan. Hasil Uji koefisien determinasi menunjukkan nilai *adjusted R square* 0,538, hasil tersebut dapat diartikan budaya organisasi dan lingkungan kerja memberikan pengaruh 53,8% terhadap kinerja pegawai sedangkan sisanya 46,2% dipengaruhi oleh faktor lain yang tidak diteliti.

Kata Kunci : Budaya organisasi, lingkungan kerja, dan kinerja pegawai.

ABSTRACT

The purpose of this study was to determine the effect of organizational culture and work environment on the performance of employees of the Grobogan District Transportation Office. The population in this study were 71 employees of the Grobogan Regency Transportation Service. The sampling technique in this study used a probability sampling technique with a simple random sampling method with a total sample of 50 employees of the Grobogan District Transportation Office. The analysis technique used is multiple linear regression analysis. The results showed that organizational culture had a significant effect on the performance of employees of the Grobogan Regency Transportation Service, the work environment had a significant effect on the performance of Grobogan Regency Office employees, and simultaneously or simultaneously organizational culture and work environment had a significant effect on the performance of employees of the Grobogan Regency Transportation Service. The results of the coefficient of determination test show the adjusted R square value of 0.538, these results can be interpreted that organizational culture and work environment have a 53.8% influence on employee performance while the remaining 46.2% is influenced by other factors not examined.

Keywords : *Organizational culture, work environment, and employee performance.*