

**PENGARUH DISIPLIN KERJA, BUDAYA ORGANISASI, DAN
LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA
WAROENG SPESIAL SAMBAL (SS) CABANG BABARSARI TIMUR
YOGYAKARTA**

RIZKI WAHYUNING DAMAYANTI

NIM.141150240

Mahasiswa Program Studi Manajemen

Fakultas Ekonomi dan Bisnis UPN “Veteran” Yogyakarta

wahyuningrizky@gmail.com

Abstract

This study discusses the influence of work discipline, organizational culture, and work environment on employee performance at Waroeng Spesial Sambal (SS) in east Babarsari, Yogyakarta. The data was taken using the census method with the number of respondents 31 people working at Waroeng Spesial Sambal (SS) in east Babarsari, Yogyakarta. Primary data collection is done by questionnaires arranged using a Likert scale and calculated using multiple regression analysis to test the direct relationship between independent variable and dependent variable. The results of the study showed that work discipline proved to be positive and significant for employee performance at Waroeng Spesial Sambal (SS) in east Babarsari, Yogyakarta. This means that good work discipline has a positive effect on the performance of Waroeng Spesial Sambal (SS) in east Babarsari, Yogyakarta employees. Organizational culture is also proven to have a positive and significant relationship with employee performance. This means that organizational culture has a positive effect on the performance of Waroeng Spesial Sambal (SS) in east Babarsari, Yogyakarta employees. Furthermore, the work environment variable has a positive and significant relationship with employee performance. This means a good work environment, gives an effect of increasing employee performance at Waroeng Spesial Sambal (SS) in east Babarsari, Yogyakarta.

Kata Kunci: *Organizational Culture, Job Satisfaction, Organizational Commitment, and Employee Performance*