

**ABSTRAK**  
**PENGARUH DISIPLIN KERJA, BUDAYA ORGANISASIONAL, DAN**  
**KOMUNIKASI INTERNAL TERHADAP KINERJA PEGAWAI**  
**APARATUR SIPIL NEGARA (ASN) DINAS TENAGA KERJA**  
**DAN TRANSMIGRASI DIY**

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**ABSTRACT**

This study aims to determine and analyze the effect of work discipline, organizational culture, and internal communication on the performance of State Civil Apparatus (ASN) employees of the DIY Manpower and Transmigration Office. The data in this study were taken using a quantitative approach with data collection through a questionnaire. This study uses primary data type and Likert scale measurement scale. Respondents in this study were ASN employees of the DIY Manpower and Transmigration Office with 77 respondents. The method of analysis of human resources which is an important asset that needs attention is carried out using multiple linear regression analysis with SPSS 26 software. The results of this study indicate that work discipline, organizational culture, and internal communication affect employee performance partially and collectively. Organizational culture has the largest variable beta coefficient (0.483), followed by work discipline (0.254) and internal communication (0.241). The F test shows the collective influence of the variables of this study, with an F-statistic value of 110.394 and a sig value of 0.000 which indicates a positive and significant influence. The results of this study indicate the important

role of work discipline, organizational culture, and internal communication in improving employee performance. It is recommended to the DIY Manpower and Transmigration Office to focus more on improving work discipline, organizational culture, and internal communication because it can improve overall employee performance.

**Keywords:** *Work Discipline, Organizational Culture, Internal Communication, Employee Performance*