

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh kepuasan kerja, budaya organisasi dan lingkungan kerja terhadap prestasi kerja karyawan salah satu perusahaan asuransi di Sidoarjo. Kepuasan kerja diukur melalui kemampuan, kejujuran, kreativitas, kesetiaan, tingkat gaji, lingkungan kerja dan kepuasan kerja tidak langsung. Budaya organisasi diukur melalui kesadaran diri, keagresifan, kepribadian, perfoma dan orientasi tim. Lingkungan kerja diukur melalui suhu udara, kebisingan, penerangan, mutu udara dan keamanan ditempat kerja. Prestasi kerja diukur melalui kualitas kerja, kuantitas kerja, jangka waktu kerja dan efektivitas biaya.

Jenis penelitian ini adalah penelitian kuantitatif dengan jenis penelitian deskriptif. Populasi dan sampel pada penelitian ini adalah seluruh karyawan salah satu perusahaan asuransi di Sidoarjo sebanyak 32 karyawan dengan *non probability sampling* sebagai teknik penentuan pengambilan sampel. Metode analisis data yang digunakan adalah analisis linear berganda dengan program SPSS (*Statistical Product and Service Solution*) versi 25.0.

Hasil analisis linear berganda menunjukkan bahwa kepuasan kerja berpengaruh positif dan signifikan terhadap prestasi kerja karyawan salah satu perusahaan asuransi di Sidoarjo, budaya organisasi berpengaruh positif dan signifikan terhadap prestasi kerja karyawan salah satu perusahaan asuransi di Sidoarjo dan lingkungan kerja berpengaruh positif dan signifikan terhadap prestasi kerja karyawan salah satu perusahaan asuransi di Sidoarjo.


Kata Kunci: Kepuasan Kerja, Budaya Organisasi, Lingkungan Kerja dan Prestasi Kerja Karyawan

ABSTRACT

This research aimed to examine the effect of work satisfaction, organizational culture, and work environment on employees' work achievement at one of the insurance companies in Sidoarjo. The work satisfaction was measured by ability, honesty, creativity, loyalty, salary level, work environment, and indirect work satisfaction. Moreover, organization culture was measured by self-awareness, aggressiveness, personal, performance, and team orientation. Furthermore, the work environment was measured by air temperature, noise, lighting, air quality, and workplace safety. Additionally, work achievement was measured by work quality, work quantity, work hours, and cost effectiveness. The research was descriptive-quantitative. The population was all or 32 employees at one of the insurance companies in Sidoarjo. The data collection technique used probability sampling. In addition, the data analysis technique used multiple linear with SPSS 25. From the multiple linear analysis result, it concluded that work satisfaction had a positive and significant effect on employees' work achievement. Likewise, work organization had a positive and significant effect on employees' work achievement. Similarly, the work environment had a positive and significant effect on employees' work achievement.

Keywords: *work satisfaction, organization culture, work environment, employees' work achievement.*

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