

## ABSTRAK

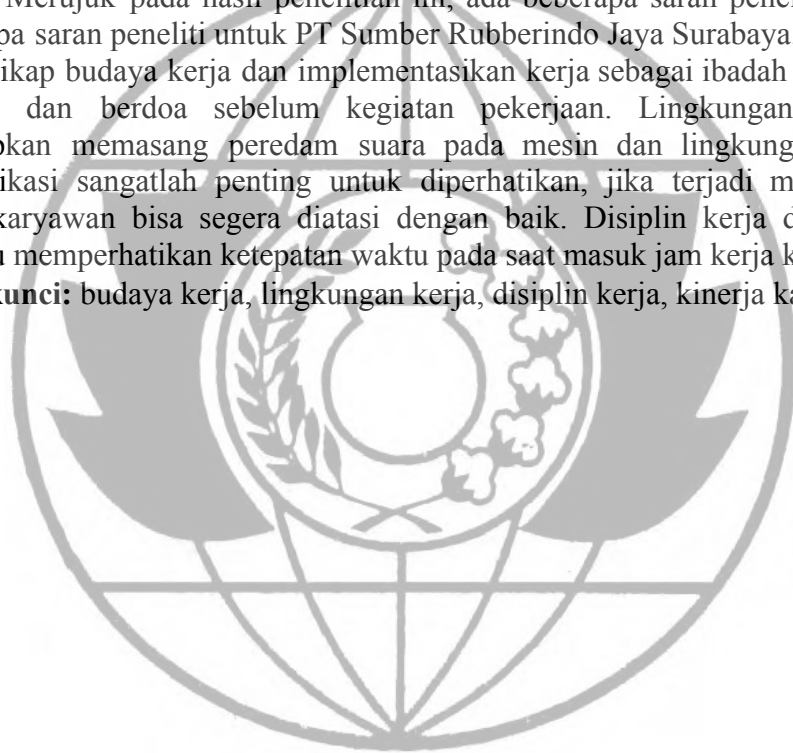
Peneliti ini bertujuan untuk mengetahui dan menganalisis pengaruh Budaya Kerja, Lingkungan Kerja, dan Disiplin Kerja terhadap Kinerja Karyawan PT Sumber Rubberindo Jaya Surabaya.

Dalam penelitian ini peneliti menggunakan metode kuantitatif, analisis regresi linear berganda dan koefisien determinasi dengan menggunakan alat bantu SPSS (*Statistical Product and Service Solution*) versi 26.0. Populasi dalam penelitian ini adalah staf kantor bagian pemasaran, keuangan, dan produksi PT Sumber Rubberindo Jaya Surabaya yang berjumlah 80 orang.

Hasil penelitian menunjukkan bahwa budaya kerja, lingkungan kerja, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Merujuk pada hasil penelitian ini, ada beberapa saran penelitian ini, ada beberapa saran peneliti untuk PT Sumber Rubberindo Jaya Surabaya. Menerapkan sikap-sikap budaya kerja dan implementasikan kerja sebagai ibadah salah satunya berniat dan berdoa sebelum kegiatan pekerjaan. Lingkungan kerja fisik diharapkan memasang peredam suara pada mesin dan lingkungan non fisik komunikasi sangatlah penting untuk diperhatikan, jika terjadi miskomunikasi antar karyawan bisa segera diatasi dengan baik. Disiplin kerja dengan selalu mampu memperhatikan ketepatan waktu pada saat masuk jam kerja karyawan.

**Kata kunci:** budaya kerja, lingkungan kerja, disiplin kerja, kinerja karyawan.



## **ABSTRACT**

*This Research aimed to determine and analyze the effect of work culture, work environment, and work discipline on the employees performance at PT. Sumber Rubberindo Jaya Surabaya.*

*The research was quantitative. The data analysis technique used multiple linear regression and coefficient determination with SPSS (Statistical Product and Service Solution) 26.0 version. Moreover , the population was 80 staffs of the marketing, financial, and production office at PT. Sumber Rubberindo Jaya Surabaya.*

*The result showed that work culture, work environment, and work discipline had a positive and significant effect on the employees' performance at PT. Sumber Rubberindo Jaya Surabaya.*

*According to the result, the management of PT. Sumber Rubberindo Jaya Surabaya needed to apply work culture attitudes and implement work as worship, one of which was intending and praying before work activities. Furthermore, for the physical work enviroment, the management was expected to install soundproffing on machines without neglecting also non-physical communication environments as very important to consider. In other words, when there was miscommunication among employees, the solution would be taken immediatelly and properly. Additionally, the work discipline had to be concerned with employees time punctuality when entering working hours.*

**Keywords:** *Work Culture, Work Environment, Work Discipline, Employees Performance.*

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