

## ABSTRACT

**Rosdiana Akmal Nasution (6920218009)**

**THE IMPACT OF WORK ENVIRONMENT, WORK MOTIVATION AND ORGANIZATIONAL CULTURE TO THE PERFORMANCE OF TEACHERS IN SCHOOL XYZ**

(xii + 83 pages: 12 figures; 12 tables; 13 appendixes)

One of the important factors in determining the success of school learning process is teacher performance. Teacher performance not only determines the success of learning but also for achieving organizational objectives. The purpose of this research is to determine the impact of work environment, work motivation, and organizational culture to the performance of teachers in Sekolah XYZ. The number of respondents as the research subject is 82 teachers teaching at the level of PGK, primary, and secondary. This research utilized quantitative methods with data processing techniques using the Smart PLS application. From the results of the data analysis, it was discovered that the work environment has positive effect on performance, the motivation of work positively affects the performance and culture of the organization also positively affects the performance.

*Keywords:* *work environment, work motivation, organizational culture, work performance*

References: 44 (2002 – 2019)

## **ABSTRAK**

**Rosdiana Akmal Nasution (6920218009)**

**PENGARUH LINGKUNGAN KERJA, MOTIVASI KERJA DAN BUDAYA ORGANISASI TERHADAP KINERJA GURU DI SEKOLAH XYZ**  
(xii + 83 halaman: 12 gambar; 13 tabel; 13 lampiran)

Salah satu faktor penting dalam hal menentukan keberhasilan pembelajaran di sekolah adalah kinerja guru. Keinerja guru tidak hanya menentukan keberhasilan pembelajaran tetapi juga untuk tercapainya tujuan organisasi. Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, motivasi kerja, dan budaya organisasi terhadap kinerja guru di Sekolah XYZ. Dapun jumlah responden yang menjadi subjek penelitian adalah 82 guru yang mengajar di level PGK, *primary*, dan *secondary*. Penelitian ini menggunakan metode kuantitatif dengan teknik pengolahan data menggunakan aplikasi Smart PLS. Dari hasil analisa data diketahui bahwa lingkungan kerja berpengaruh positif terhadap kinerja, motivasi kerja berpengaruh positif terhadap kinerja dan budaya organisasi juga berpengaruh positif terhadap kinerja.

*Kata kunci:* *lingkungan kerja, motivasi kerja, budaya organisasi, kinerja*  
Referensi: 44 (2002 – 2019)

