

**PENGARUH BUDAYA ORGANISASI DAN LINGKUNGAN  
KERJA TERHADAP KINERJA PEGAWAI MELALUI  
KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING DI  
KECAMATAN KEBON JERUK, JAKARTA BARAT**

**SKRIPSI**

**Program Studi Manajemen**



**NAMA : ADO WIGUNA**

**NIM : 041701503125169**

**PROGRAM STUDI : MANAJEMEN**

**FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS SATYA NEGARA INDONESIA**

**2021**

**PENGARUH BUDAYA ORGANISASI DAN LINGKUNGAN  
KERJA TERHADAP KINERJA PEGAWAI MELALUI  
KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING DI  
KECAMATAN KEBON JERUK, JAKARTA BARAT**

**SKRIPSI**

**Diajukan Sebagai Salah Satu Syarat Untuk Memperoleh Gelar**

**SARJANA EKONOMI**

**Program Studi Manajemen – Strata 1**



**NAMA : ADO WIGUNA**

**NIM : 041701503125169**

**PROGRAM STUDI : MANAJEMEN**

**FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS SATYA NEGARA INDONESIA**

**2021**

**THE EFFECT OF ORGANIZATIONAL CULTURE AND  
WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE  
THROUGH JOB SATISFACTION AS INTERVENING  
VARIABLE IN KEBON JERUK DISTRICT, WEST JAKARTA**

**THESIS**

**The Study Program : Management**



**BY :**

**NAME : ADO WIGUNA**

**NIM : 041701503125169**

**STUDY PROGRAM : MANAGEMENT**

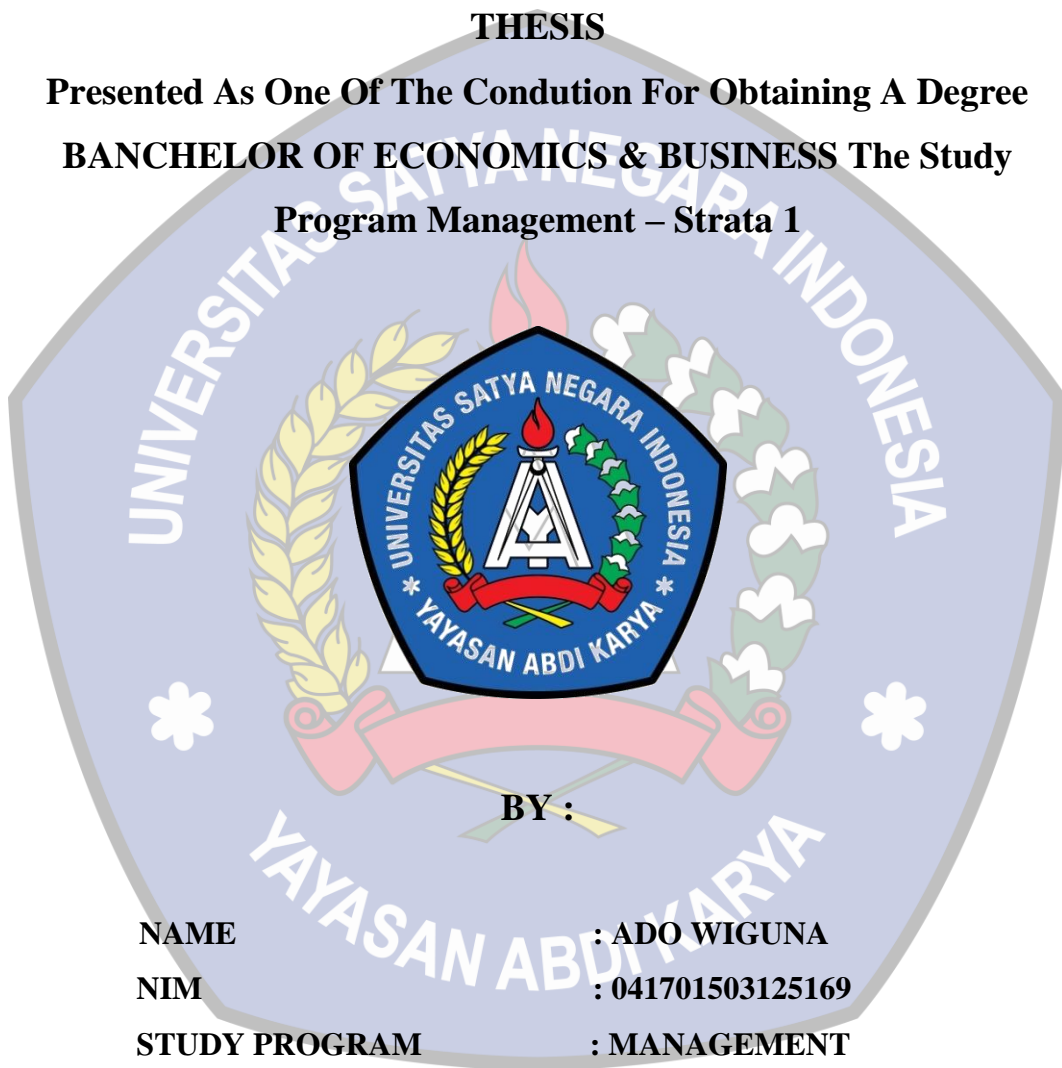
**FACULTY OF ECONOMICS AND BUSINESS  
SATYA NERAGARA UNIVERSITY OF INDONESIA**

**AUGUST 2021**

**THE EFFECT OF ORGANIZATIONAL CULTURE AND  
WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE  
THROUGH JOB SATISFACTION AS INTERVENING  
VARIABLE IN KEBON JERUK DISTRICT, WEST JAKARTA**

**THESIS**

**Presented As One Of The Conduction For Obtaining A Degree  
BANCHELOR OF ECONOMICS & BUSINESS The Study  
Program Management – Strata 1**



**BY :**

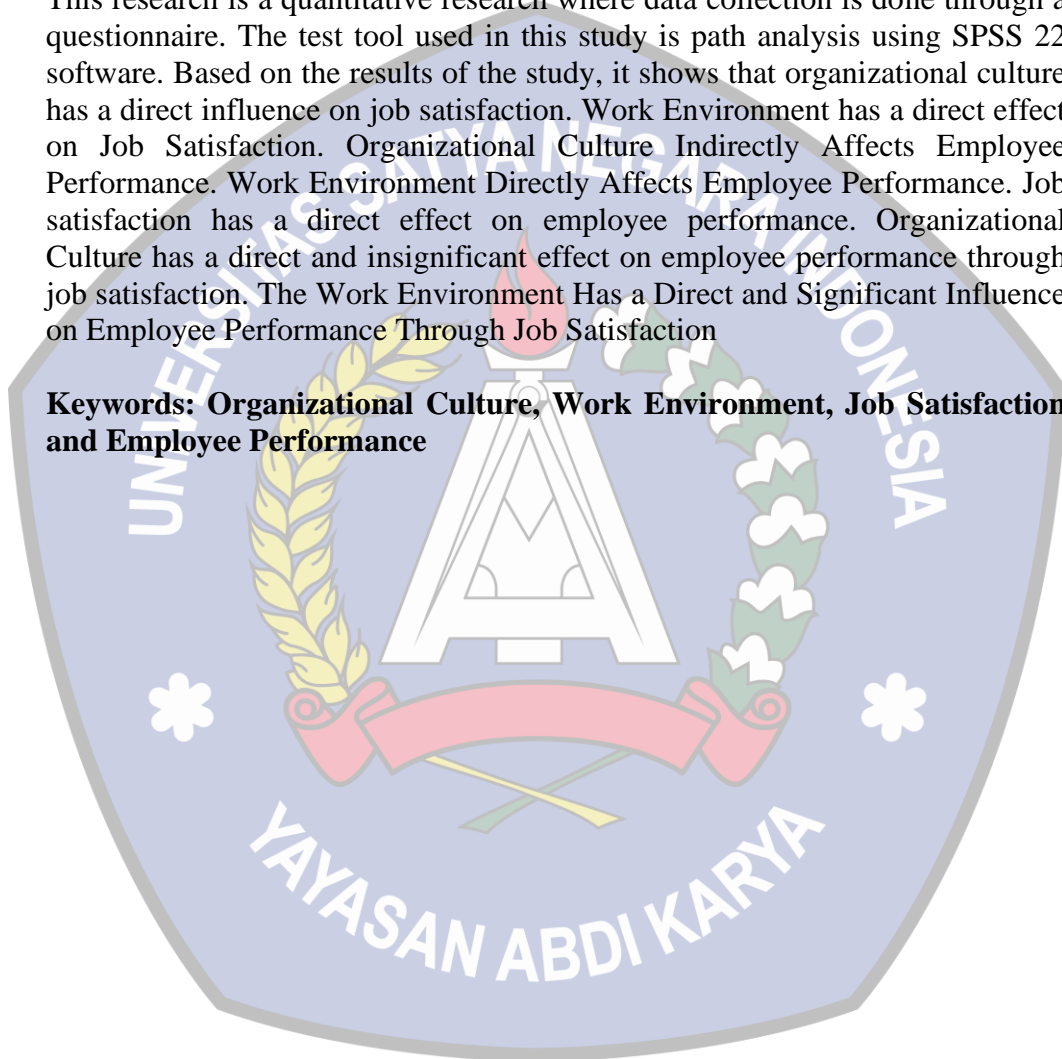
**NAME : ADO WIGUNA  
NIM : 041701503125169  
STUDY PROGRAM : MANAGEMENT**

**FACULTY OF ECONOMICS AND BUSINESS  
SATYA NERGERA UNIVERSITY OF INDONESIA  
JAKARTA**

## ABSTRACT

This study aims to see and find out whether there is a significant effect of Employee Performance (Y), Organizational Culture (X1), Work Environment (X2), Job Satisfaction (Z) in Kebon Jeruk District, West Jakarta. The data of this study were obtained from distributing questionnaires to employees of the Kebon Jeruk District, West Jakarta as many as 50 respondents. Methodology This research is a quantitative research where data collection is done through a questionnaire. The test tool used in this study is path analysis using SPSS 22 software. Based on the results of the study, it shows that organizational culture has a direct influence on job satisfaction. Work Environment has a direct effect on Job Satisfaction. Organizational Culture Indirectly Affects Employee Performance. Work Environment Directly Affects Employee Performance. Job satisfaction has a direct effect on employee performance. Organizational Culture has a direct and insignificant effect on employee performance through job satisfaction. The Work Environment Has a Direct and Significant Influence on Employee Performance Through Job Satisfaction

**Keywords: Organizational Culture, Work Environment, Job Satisfaction and Employee Performance**



## ABSTRAK

Penelitian ini bertujuan untuk melihat dan mengetahui apakah terdapat pengaruh yang signifikan dari Kinerja Pegawai (Y), Budaya Organisasi (X1), Lingkungan Kerja (X2), Kepuasan Kerja (Z) Pada Kecamatan Kebon Jeruk, Jakarta Barat. Data Penelitian ini didapat dari penyebaran kuesioner kepada Pegawai Kecamatan Kebon Jeruk, Jakarta Barat sebanyak 50 responden. Metodologi Penelitian ini adalah penelitian kuantitatif dimana pengumpulan data dilakukan melalui Kuesioner. Alat uji yang digunakan dalam penelitian ini adalah *path analysis* dengan menggunakan software SPSS 22. Berdasarkan hasil penelitian menunjukkan bahwa Budaya Organisasi Berpengaruh langsung terhadap kepuasan kerja. Lingkungan Kerja berpengaruh langsung terhadap Kepuasan Kerja. Budaya Organisasi Berpengaruh tidak langsung terhadap Kinerja Pegawai. Lingkungan Kerja Berpengaruh Langsung terhadap Kinerja Pegawai. Kepuasan Kerja berpengaruh langsung terhadap Kinerja Pegawai. Budaya Organisasi Berpengaruh Langsung dan Tidak Signifikan Terhadap Kinerja Pegawai Melalui Kepuasan Kerja. Lingkungan Kerja Berpengaruh Langsung dan Signifikan Terhadap Kinerja Pegawai Melalui Kepuasan Kerja

**Kata Kunci : Budaya Organisasi, Lingkungan Kerja, Kepuasan Kerja dan Kinerja Pegawai**

