

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Budaya Organisasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Kantor Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia Kabupaten Solok Selatan. Populasi dalam penelitian ini adalah 37 responden dengan sampel sebanyak populasi yaitu 37 responden pegawai negeri sipil (PNS). Metode pengambilan sampel penelitian dilakukan dengan kuesioner dan observasi. Teknik sampel penelitian yang digunakan yaitu teknik *Sampling Jenuh* dengan menggunakan *Structur Equation Modeling* (SEM) dan *Partial Least Square* (PLS) 3.2.9 dengan mendedarkan kuesioner sebanyak 37 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif dan signifikan variabel Budaya Organisasi terhadap variabel Kepuasan Kerja. Terdapat pengaruh positif dan signifikan variabel Lingkungan Kerja terhadap variabel Kepuasan Kerja. Terdapat pengaruh positif dan signifikan variabel Budaya Organisasi terhadap variabel Kinerja Pegawai. Terdapat pengaruh negatif dan tidak signifikan variabel Lingkungan Kerja terhadap variabel Kinerja Pegawai. Terdapat pengaruh positif dan signifikan variabel Kepuasan Kerja terhadap variabel Kinerja Pegawai. Terdapat pengaruh positif dan tidak signifikan variabel Budaya Organisasi terhadap Kinerja Pegawai melalui Kepuasan Kerja. Terdapat pengaruh positif dan tidak signifikan variabel Lingkungan Kerja terhadap Kinerja Pegawai melalui Kepuasan Kerja.

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

## **ABSTRACT**

*This study aims to determine how much influence Organizational Culture and Work Environment have on Employee Performance with Job Satisfaction as an Intervening Variable at the Office of the Bureau of Personnel and Human Resource Development in South Solok Regency. The population in this study were 37 respondents with as many samples as the population, namely 37 civil servant respondents (PNS). The research sample collection method was carried out by questionnaire and observation. The research sample technique used is Saturated Sampling technique using Structural Equation Modeling (SEM) and Partial Least Square (PLS) 3.2.9 by distributing questionnaires to 37 respondents.*

*The results of the data analysis concluded that there was a positive and significant influence of the Organizational Culture variable on the Job Satisfaction variable. There is a positive and significant effect of the Work Environment variable on the Job Satisfaction variable. There is a positive and significant influence of Organizational Culture variables on Employee Performance variables. There is a negative and insignificant influence of the Work Environment variable on Employee Performance variables. There is a positive and significant effect of the Job Satisfaction variable on Employee Performance variables. There is a positive and insignificant influence of Organizational Culture variables on Employee Performance through Job Satisfaction. There is a positive and insignificant influence of the Work Environment variable on Employee Performance through Job Satisfaction.*

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