

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Pengembangan SDM, Lingkungan Kerja, Budaya Organisasi Dan Disiplin Kerja Terhadap Prestasi Kerja Pegawai Pada PDAM Kabupaten Sijunjung. Metode analisis data menggunakan kuesioner, dengan sampel 74 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda.

Berdasarkan hasil penelitian menunjukkan bahwa Pengembangan SDM, Lingkungan Kerja, Budaya Organisasi Dan Disiplin Kerja berpengaruh positif dan signifikan Terhadap Prestasi Kerja Pegawai. Kontribusi variabel Pengembangan SDM, Lingkungan Kerja, Budaya Organisasi Dan Disiplin Kerja Terhadap Prestasi Kerja Pegawai berpengaruh sebesar 81,5% sedangkan sisanya sebesar 18,5% di pengaruhi oleh variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan Prestasi Kerja Pegawai dengan meningkatkan Pengembangan SDM, Lingkungan Kerja, Budaya Organisasi Dan Disiplin Kerja pada PDAM Kabupaten Sijunjung melalui masing-masing indikator.

Kata Kunci: Pengembangan SDM, Lingkungan Kerja, Budaya Organisasi, Disiplin Kerja Dan Prestasi Kerja Pegawai

ABSTRACT

The purpose of this study was to determine how big the influence of HR development, work environment, organizational culture and work discipline on employee performance at PDAM Sijunjung Regency. Methods of data analysis using a questionnaire, with a sample of 74 respondents. The data analysis method used is multiple linear regression analysis.

Based on the results of the study, it was shown that HR Development, Work Environment, Organizational Culture and Work Discipline had a positive and significant effect on Employee Work Performance. The contribution of the variables of HR Development, Work Environment, Organizational Culture and Work Discipline to Employee Work Performance has an effect of 81.5% while the remaining 18.5% is influenced by other variables outside of this study.

Based on the results of this study, it is expected that the management of the company can improve employee performance by improving the development of human resources, work environment, organizational culture and work discipline at PDAM Sijunjung Regency through each indicator.

Keywords: Human Resources Development, Work Environment, Organizational Culture, Work Discipline And Employee Performance