

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui Pengaruh lingkungan kerja dan budaya kerja terhadap kinerja guru melalui kedisiplinan sebagai variable intervening pada Yayasan pendidikan Al Munawarah Payakumbuh. Metode yang digunakan adalah analisis regresi linier berganda. Dengan mengedarkan kuesioner sebanyak 30 responden.

Hasil diperoleh Lingkungan kerja berpengaruh positif dan signifikan terhadap kedisiplinan guru, budaya kerja berpengaruh positif dan signifikan terhadap kedisiplinan guru, lingkungan kerja mempunyai pengaruh positif dan signifikan terhadap kinerja guru, budaya kerja mempunyai pengaruh positif dan signifikan terhadap kinerja guru, kedisiplinan mempunyai pengaruh positif dan signifikan terhadap kinerja guru, secara bersama sama lingkungan kerja budaya kerja dan disiplin kerja berpengaruh terhadap kinerja guru.

**Kata Kunci : Lingkungan kerja, Budaya Kerja, Kedisiplinan dan Kinerja Karyawan**

## *ABSTRACT*

*This study aims to determine the effect of the work environment and work culture on teacher performance through discipline as an intervening variable in the Al Munawarah Payakumbuh Education Foundation. The method used is multiple linear regression analysis. By distributing questionnaires as many as 30 respondents.*

*Results obtained Work environment has a positive and significant effect on teacher discipline, work culture has a positive and significant effect on teacher discipline, the work environment has a positive and significant effect on teacher performance, work culture has a positive and significant effect on teacher performance, discipline has a positive and significant effect on teacher performance, together with the work environment work culture and work discipline affect the performance of teachers.*

*Keywords: Work environment, Work Culture, Discipline and Employee Performance*