

## ABSTRAK

---

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh pengembangan sumber daya manusia, *attitude*, budaya organisasi, dan lingkungan kerja terhadap prestasi karyawan pada pdam kabupaten solok. Penelitian ini menggunakan data sekunder. Dengan pengumpulan data melalui survey dan kuesioner yang disebarakan sebanyak 96 responden. Teknik pengambilan sampel dalam penelitian ini menggunakan *purposive sampling* yaitu penentuan sampel dengan menggunakan kriteria tertentu. Pemrosesan data dilakukan dengan alat SPSS.

Hasil penelitian ini menunjukkan bahwa : (1) Pengembangan Sumber Daya Manusia secara parsial terdapat pengaruh positif dan signifikan terhadap Prestasi Karyawan PDAM Kabupaten Solok. (2) *Attitude* secara parsial terdapat pengaruh positif dan signifikan terhadap Prestasi Karyawan PDAM Kabupaten Solok. (3) Budaya Organisasi secara parsial terdapat pengaruh positif dan signifikan terhadap Prestasi Karyawan PDAM Kabupaten Solok. (4) Lingkungan Kerja secara parsial terdapat pengaruh positif dan signifikan terhadap Prestasi Karyawan PDAM Kabupaten Solok. (5) Pengembangan Sumber Daya Manusia, *Attitude*, Budaya Organisasi, Dan Lingkungan Kerja secara simultan memiliki terdapat pengaruh positif dan signifikan terhadap Prestasi Karyawan PDAM Kabupaten Solok. Berdasarkan tabel hasil pengujian determinasi maka di peroleh angka *Adjusted R Square* sebesar 0,605.

**Kata Kunci: Pengembangan Sumber Daya Manusia, *Attitude*, Budaya Organisasi, Lingkungan Kerja, Dan Prestasi Karyawan**

## ABSTRACT

*This study aims to determine how much influence the development of human resources, attitude, organizational culture, and work environment has on employee performance at PDAM Solok Regency. This study uses secondary data. By collecting data through surveys and questionnaires distributed as many as 96 respondents. The sampling technique in this study used purposive sampling, namely the determination of the sample using certain criteria. Data processing is done with SPSS tool.*

*The results of this study indicate that: (1) Human Resource Development partially has a positive and significant effect on the Employee Achievement of PDAM Solok Regency. (2) Attitude partially has a positive and significant effect on the Employee Achievement of PDAM Solok Regency. (3) Organizational Culture partially has a positive and significant influence on the Employee Achievement of PDAM Solok Regency. (4) The work environment partially has a positive and significant influence on the employee performance of PDAM Solok Regency. (5) The development of Human Resources, Attitude, Organizational Culture, and Work Environment simultaneously has a positive and significant influence on the Employee Achievement of PDAM Solok Regency. Based on the table of determination test results, the value of 0,605.*

***Keywords: Human Resource Development, Attitude, Organizational Culture, Work Environment, And Employee Achievement***