

ABSTRAK

Rise and fall of an employee's performance is due to the unfavorable organizational culture, employees who lack discipline in carrying out the work, the absentee rate is always rising and declining morale. These conditions resulted in the education department is difficult to develop. The purpose of this study is to prove and analyze the influence of organizational culture, work discipline, morale and performance of staff education department Sragen.

This study uses independent variables are organizational culture, work discipline and morale, as well as the dependent variable is the performance of employees. Poulasi used are employees of the education department Subag Sragen general, financial Subag, Subag PEP, Dikmen, and PNF Orseni. The sampling technique was conducted using convenience sampling, the sampling is done by members of the population, namely the ease of just 52 employees. Data analysis methods used are quantitative analyzes include test validity, reliability, classic assumption test, multiple linear regression analysis, hipotesiz test, t test, F test and coefficient of determination (R²). The data analysis technique used is multiple linear regersi analysis which serves to prove the research hypothesis. The data that have met the test of validity, reliability testing, and the classical assumption processed to produce a regression equation as follows:

$$Y = 0.423 X1 + 0.322 X2 + 0.267 X3$$

Based upon a multiple linear regression analysis, the results showed that the culture of the organization, work discipline, and morale positive and significant impact on employee performance.

Keywords: organizational culture, work Discipline, morale, and employee performance