

ABSTRACT

In a way of increasing employees performance, company takes some way such as increasing work discipline, increasing organizational culture, and creating a support working area and environment. The goal of this research is to analyze the impact of work discipline, organizational culture, and work environment to employees performance in Sekretariat daerah Pekalongan. Some problems that appear in Sekretariat Daerah Pekalongan were many civil servants didn't attend morning ceremony, less of innovation culture, and neatness of disposition organizational files that looked messy.

This research uses Work discipline, Organizational Culture, and Work Environment as independent variables , and Employees Performance as dependent variable. The sample in this research was civil servants of Sekretariat Daerah Pekalongan as many as 52 respondents using convenience sampling method. The methods of this reasearch are reliabiity test, validity test, and classical assumption test.

The result shows that work discipline, organizational culture, and work environment have impact to employees performance. Based on Adjusted R Square is 0,616 showing that employees performance in Sekretariat Daerah Pekalongan is related with 3 independent variables. Work discipline has t cost as many as 2,841 with signification 0,007, organizational culture has t cost as many as 3,843 with signification 0,000, and work environment has t cost as many as 2,626 with signification 0,012.

Keywords : Work Discipline, Organizational Culture, Work Environment, Employees Performance