

## ABSTRAK

Penelitian ini dikaji untuk mengetahui :1) Pengaruh kepuasan kerja terhadap Kinerja SDM. 2) Pengaruh budaya organisasi terhadap Kinerja SDM. 3)Pengaruhdisiplin kerja terhadap Kinerja SDM. 4) Pengaruh kepuasan kerja terhadap disiplin kerja. 5) Pengaruh budaya organisasi terhadap disiplin kerja. Responden dalam penelitian ini adalah karyawan bagian produksi di PT. Karya Tunas Glorindo Purwodadi, sebanyak 80 responden dengan teknik pengambilan sampel menggunakan metode *sensus*.

Penelitian ini menggunakan metode *explanatoryresearch*dengan pendekatan kuantitatif.Penyebaran kuesioner digunakan sebagai alat dalam mengumpulkan data untuk menjelaskan hubungan antar variabel. Regresi linier berganda digunakan sebagai model analisis data.Uji validitas dan uji reabilitas digunakan untuk menguji kualitas data.

Hasil penelitian menunjukkan bahwa kepuasan kerja dan budaya organisasi berpengaruh positif terhadap disiplin kerja, kepuasan kerja dan budaya organisasi berpengaruh positif terhadap kinerja SDM dan disiplin kerja berpengaruh positif terhadap kinerja SDM.

**Kata Kunci : Kepuasan Kerja, Budaya Organisasi, Disiplin Kerja, dan Kinerja SDM**

## **ABSTRACT**

*This research had studied to find out: 1) Effect of Job Satisfaction on Employees Performance. 2) Effect of organizational culture on employees performace. 3) Effect of Work Discipline on Employees Performance. 4) Effect of Job Satisfaction on Work Discipline. 5) Effect of Organizational Culture on Work Disicipline. Respondents in this study were employees of the production department at PT. Karya Tunas Glorindo Purwodadi as many as 80 respondents with sampling techic used the census method.*

*This research was used explanatory research method with a quantitative approach. Questionnaires was used as a tool in gathering data to explain the relationship between variables. Multiple regression analysis method was used to analysis data. Validity test and reliability test were used to test data quality.*

*The results of the study indicate that Job Satisfaction and Organizational Culture had a positive effect on Work Discipline, Job Satisfaction and Organizational Culture have a positive effect on Employees Performance and Discipline Work has appositve on Employees Performance.*

**Keywords** : *Job Satisfaction, organizational culture, Work Discipline and Employees Performance.*