

# **Pengaruh Budaya Organisasi, Keselamatan dan Kesehatan Kerja dan Disiplin Kerja terhadap Kinerja Karyawan pada PDAM Tirtanadi Medan cabang Padang Bulan**

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## **ABSTRAK**

Studi ini akan mengkaji bagaimana dampak kinerja karyawan di PDAM Tirtanadi Padang Bulan Medan dipengaruhi oleh budaya organisasi (X1), keselamatan dan kesehatan kerja (X2), dan disiplin kerja (X3). Jenis studi ini memakai penelitian kuantitatif data primer dan sekunder serta menggunakan program SPSS. Data primer disediakan oleh survei dan wawancara PDAM Cabang Padang Bulan Medan. Melalui penyebaran kuesioner untuk setiap responden, data dikumpulkan. Sebanyak 84 tanggapan tersebar. Pendekatan sampling jenuh digunakan, beserta analisis regresi berganda, uji-t, uji-F, serta koefisien determinasi ( $R^2$ ). Temuan studi ini menandakan bahwa pengaruh kinerja karyawan PDAM Tirtanadi Cabang Padang Bulan Medan terhadap budaya organisasi, keselamatan dan kesehatan kerja, serta disiplin kerja ialah positif serta signifikan. Oleh karena itu, sebesar 22% mampu mempengaruhi variabel studi ini, serta memperlihatkan bahwa faktor asing yang tidak diteliti sebesar 78% dipengaruhi oleh variabel asing.

**Kata Kunci: Budaya Organisasi, Keselamatan dan Kesehatan Kerja, dan Disiplin Kerja, dan Kinerja Karyawan.**

## **ABSTRACT**

*This study will examine how the impact on employee performance at PDAM Tirtanadi Padang Bulan Medan is influenced by organizational culture, (X1), occupational safety and health (X2), and work discipline (X3). This type of research uses quantitative research on primary and secondary data and uses the SPSS program. Primary data is provided by surveys and interviews with the PDAM Padang Bulan Medan Branch. Through distributing questionnaires to each respondent, data was collected. A total of 84 responses were distributed. A saturated sampling approach was used with multiple regression analysis, t test, F test, and coefficient of determination ( $R^2$ ). The findings of this study indicate that the influence of employee performance at PDAM Tirtanadi Padang Bulan Medan Branch on organizational culture, occupational safety and health, and work discipline is positive and significant. Therefore, 22% were able to influence the variables of this study, and it showed that 78% of foreign factors that were not examined were influenced by foreign variables.*

**Keywords: Organizational Culture, Occupational Safety and Health and Work Discipline, and Employee Performance**