SUMMARY

MUHAMMAD SYAFEI. The Influence of Organizational Culture, Motivation, Leadership, and Work Environment on Employee Performance PT Pul Logistics Indonesia. Supervised by IDQAN FAHMI and AIDA VITAYALA S. HUBEIS

Indonesian business condition after reformation still growing rapidly with so dynamic. Therefore there’s some need effective and efficient management sistem Viability and growing a company is not only determined by the success in managing the finances are based on capital strength, or money, but also determined on the success managing human resources.

A variety changes happened in bisnis environment made manajemen PT Pul Logistics Indonesia realize that human resource organizing were the most thing prominent to developed. PT Pul Logistics Indonesia (PLI) originally created only to serve as supporting business of parent company, has so far showed progression beyond management expectation. Due to changes business rapidly, makes PLI not ready in the management of human resources. Giving rise to a conflict between management and employees represented by unions. The problem stems from unfitnessness administrative management in the transparency rules and policies as well as aspects of the fulfillment of basic needs in terms of wages below the minimum wage as well as leaders who are not able to organize employees, causing the gap / distance between the leader and the led, and the ability mengkondusifikan relationship between the employees themselves. These makes PLI must litigants to Jakarta Dept. of Manpower North as a result of employees who report labor unions formed to solve various problems. Learning from the problems that occurred in 2013 - 2014. Then established a special business unit that handles human resources in order to provide enhancement and improvement of employees. PLI Human Resources Division subsequently perform various housekeeping measures of short-term employees to be able to provide optimal performance at the completion of the works are, 1) restructuring personnel administration, 2) meeting the basic needs of employees aspects of the wage 3) conducting the rotation of leadership and the strengthening of the position and authority. 4) establish a relationship with a series of security agencies to ensure the level of employment in the workplace conduciveness 5) strengthening the foundation of the company's organizational culture policies and rules, as well as lead to the individual behavior within the company as well as the direction of the company leadership. An various factor effort affect to increase the performance of employees and analyzed include organizational culture, motivation, leadership and work environment. Using purposive sampling technique against 285 operational employees PLI through questionnaires and interviews. Range of criteria used to earn the value of employee perceptions and analysis Structural equation modeling (SEM) to look for the effect on performance. The purpose of this study was to analyze employee perceptions of organizational culture, motivation, leadership, and work environment as well as employee performance PLI. Then analyzed the factors that most influence among organizational culture, motivation, leadership, and work environment on employee performance PLI. Up to formulate strategies to improve employee performance PLI through increased organizational culture, motivation, leadership, and work environment.
Results from this study is the organizational culture, motivation, leadership and work environment as well as good performance perceived by employees PLI. Organizational culture, motivation, leadership, and work environment significantly influence employee performance PLI. Leadership highest effect of (0.68) followed by motivation (0.64) and work environment (0.16) and lastly organizational culture (0.08). Formulation of strategies in an effort to improve performance in the future, namely the strengthening of the trust company culture and improved management of human resources professionals, maintain the wage sistem and formulate the achievement of individual performance measurement, emphasizes leadership skills in providing real solutions, maintain a safe working environment, conducive and improve employee performance with fulfillment means of supporting the work and doing refreshment training and reinforcement SOP for all employees PLI.

Keywords: employee performance, leadership, motivation, organizational culture, Structural Equation Modeling (SEM), work environment.