

## **Abstrak**

Sumber daya manusia merupakan faktor yang sangat penting dalam suatu perusahaan karena SDM terlibat dan berperan secara langsung dalam meningkatkan produktivitas guna mencapai tujuan perusahaan. Tujuan penelitian ini yakni menganalisa apakah gaya kepemimpinan, disiplin kerja, dan budaya organisasi berpengaruh terhadap kinerja karyawan pada dinas kebudayaan dan pariwisata kabupaten bangkalan. Populasi dalam penelitian ini yakni seluruh karyawan Dinas Kebudayaan dan Pariwisata Kabupaten Bangkalan. Sampel dalam penelitian ini dilakukan menggunakan teknik sampling jenuh dimana semua anggota populasi dijadikan sebagai sampel penelitian dengan memperhatikan tingkat kevalidan dan tingkat reliabilitas data. Teknik analisis data menggunakan analisis regresi linier berganda dan uji asumsi klasik. Hasil penelitian menyatakan bahwa gaya kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan, disiplin kerja berpengaruh negatif dan tidak signifikan terhadap kinerja karyawan, budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, hasil pengujian hipotesis secara simultan menunjukkan bahwa variabel gaya kepemimpinan, disiplin kerja dan budaya organisasi memiliki pengaruh positif dan signifikan terhadap kinerja karyawan.

**Kata Kunci :** Gaya Kepemimpinan, Disiplin Kerja, dan Budaya Organisasi, Kinerja Karyawan

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*Human resources are a very important factor in a company because HR is involved and plays a direct role in increasing productivity in order to achieve company goals. The purpose of this study is to analyze whether leadership style, work discipline, and organizational culture affect the performance of employees at the Bangkalan Regency Culture and Tourism Office. The population in this study were all employees of the Bangkalan Regency Culture and Tourism Office. The sample in this study was carried out using a saturated sampling technique where all members of the population were used as research samples by paying attention to the level of validity and the level of reliability of the data. The data analysis technique used multiple linear regression analysis and classical assumption test. The results of the study stated that leadership style had a positive and significant effect on employee performance, work discipline had a positive and insignificant effect on employee performance, organizational culture had a positive and significant effect on employee performance, the results of simultaneous hypothesis testing showed that the variables of leadership style, work discipline and culture organization has a positive and significant influence on employee performance.*

*Keyword : Leadership Style, Work Discipline, and Organizational Culture, Employee Performance*