

ABSTRACT

This study aims to analyze the influence of organizational culture, work environment, work motivation on employee performance and job satisfaction as an intervening variable in PT Pakar Anugerah Gemilang. Quantitative data got accumulated from 130 staff working at PT Pakar Anugerah Gemilang through questionnaires. The result of the data was analyzed by using mean score, multiple and simple linear regression, along with path analysis. The result of this research indicated that organizational culture, work environment, and work motivation partially and simultaneously have a significant and positive effect on job satisfaction. Organizational culture, work environment, and work motivation partially and simultaneously have a significant and positive effect on employee performance. The direct effect of organizational culture and work environment on employee performance was greater than the indirect effect through job satisfaction, and the indirect effect of work motivation through job satisfaction was greater than the direct effect.

Keyword: *organizational culture, work environment, work motivation, employee performance, job satisfaction*