**ABSTRAK**

**PENGARUH BUDAYA KERJA TERHADAP KINERJA KARYAWAN**

**PT ANGKASA PURA SOLUSI KUALANAMU**

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh budaya kerja terhadap kinerja karyawan PT. Angkasa Pura Solusi Kualanamu. Metode penelitian yang digunakan adalah metode deskriptif kuantitatif. Populasi dalam penelitian ini adalah seluruh karyawan divisi Aviation Security PT. Angkasa Pura Solusi yang berjumlah 336 orang karyawan. Sampel akan didapatkan dengan menggunakan rumus *Slovin* yang menghasilkan sampel sebanyak 77 orang. Teknik analisa data menggunakan uji asumsi klasik dengan uji normalitas, analisa regresi linier sederhana, sedangkan pengujian hipotesis menggunakan uji t dan uji koefisien determinasi. Hasil penelitian menunjukkan bahwa budaya kerja berpengaruh terhadap kinerja karyawan. Kemampuan variabel Budaya Kerja menjelaskan kinerja karyawan sebesar 31,02% sedangkan sisanya 68,98% dijelaskan oleh variabel lain yang tidak diteliti pada penelitian ini, kompensasi, motivasi, disiplin kerja dan lain-lain yang didapat melalui hasil uji koefisien determinasi.

***Kata kunci: Budaya Kerja dan Kinerja Karyawan***

***ABSTRACT***

***THE EFFECT OF WORK CULTURE ON EMPLOYEE PERFORMANCE OF PT ANGKASA PURA SOLUSI KUALANAMU***

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*The objective of this research was to find out and analyze the effect of work culture on employee performance of PT. Angkasa Pura Solusi Kualanamu. The research method used was a quantitative descriptive method. The population in this research was all employees of aviation security division of PT. Angkasa Pura Solusi which numbers 336 employees. The sample would have been obtained using the Slovin formula which produces a sample of 77 people. Data analysis techniques used was classical assumption tests with normality tests, simple linear regression analysis, while hypothesis testing used t tests and determination coefficient tests. The results showed that work culture has an effect on employee performance. The ability of the Work Culture variable describe employee performance by 31.02% while the remaining 68.98% is explained by other variables not studied in this research, compensation, motivation, work discipline and others obtained through the results of the determination coefficient test.*

***Keywords: Employee Work Culture and Performance***