ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh iklim organisasi, beban kerja, dan kepuasan kerja terhadap kinerja karyawan pada PT PLN (Persero) ULP Lhokseumawe. Pendekatan yang digunakan adalah kuantitatif dengan sampel sebanyak 60 karyawan yang dipilih melalui teknik *purposive sampling*. Data dikumpulkan menggunakan kuesioner berskala Likert dan dianalisis dengan regresi linier berganda menggunakan SPSS, didahului pengujian validitas, reliabilitas, serta uji asumsi klasik (normalitas, multikolinearitas, dan heteroskedastisitas). Hasil penelitian menunjukkan bahwa iklim organisasi berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan (t = 3,776; sig. = 0,000), beban kerja berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan (t = 2,756; sig. = 0,008), dan kepuasan kerja berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan (t = 2,609; sig. = 0,012). Secara simultan, ketiga variabel tersebut berpengaruh signifikan terhadap kinerja karyawan (F = 8,837; sig. = 0,000), dengan koefisien determinasi (R^2) sebesar 0,321 yang berarti 32,1% variasi kinerja karyawan dapat dijelaskan oleh iklim organisasi, beban kerja, dan kepuasan kerja, sedangkan 67,9% sisanya dipengaruhi oleh variabel lain di luar model penelitian ini.

Kata Kunci: Iklim Organisasi, Beban Kerja, Kepuasan Kerja, Kinerja Karyawan, PT PLN Lhokseumawe

ABSTRACT

This study aims to examine the effect of organizational climate, workload, and job satisfaction on employee performance at PT PLN (Persero) ULP Lhokseumawe. The research employed a quantitative approach with a sample of 60 employees selected through purposive sampling. Data were collected using a Likert-scale questionnaire and analyzed using multiple linear regression with SPSS, preceded by validity, reliability, and classical assumption tests (normality, multicollinearity, and heteroscedasticity). The results reveal that organizational climate has a positive and significant partial effect on employee performance (t = 3.776; sig. = 0.000), workload has a positive and significant partial effect on employee performance (t = 2.756; sig. = 0.008), and job satisfaction has a positive and significant partial effect on employee performance (t = 2.609; sig. = 0.012). Simultaneously, the three variables jointly exert a significant influence on employee performance (F = 8.837; sig. = 0.000), with a coefficient of determination (R^2) of 0.321, indicating that 32.1% of the variation in employee performance is explained by organizational climate, workload, and job satisfaction, while the remaining 67.9% is attributed to other variables beyond the scope of this study.

Keywords: *Organizational Climate, Workload, Job Satisfaction, Employee Performance, PT PLN Lhokseumawe*