

## ABSTRACT

**Putri Febrilian / 2100861201203 / Pengaruh Pendidikan, Budaya Organisasi, dan Lingkungan Kerja Fisik Terhadap Kinerja Pegawai Pada Kantor Dinas Sosial Provinsi Jambi / Pembimbing I Sakinah AS, SE, MM / Pembimbing II Rasdi, S.Pd, MM**

*The Social Service is a government agency responsible for organizing government affairs and social affairs, both at the central and regional levels.*

*The population in this study was 78 employees of the Jambi Provincial Social Services Office. The sampling technique used for this study was the census method, with the entire population being sampled, comprising 78 employees. The collected data and information were analyzed using SPSS 25.*

*Instrument testing included validity and reliability tests, data analysis using multiple linear regression, and classical assumption tests (normality, multicollinearity, autocorrelation, and heteroscedasticity). These tests were conducted simultaneously (F-test) and partially (t-test).*

*The results of the study indicate that simultaneously, education, organizational culture, and the physical work environment have a positive and significant impact on employee performance. Partially, education has a significant positive impact on performance. Organizational culture has a significant negative impact on performance. Employee education level, organizational culture, and the physical work environment at the Jambi Provincial Social Services Agency are generally in the 'Very good' or 'good' category, with employee performance also categorized as 'very good.'*

*Education, organizational culture, and the physical work environment simultaneously have a significant impact on employee performance at the Jambi Provincial Social Services Agency. While education and the physical environment contribute positively, organizational culture shows a partial negative impact. Overall employee performance is considered very good, supported by adequate education levels, a positive organizational culture, and adequate facilities.*

**Keywords:** *Education, Organizational Culture, Physical Work Environment, Employee Performance.*