

## ABSTRACT

*There is a significant influence between the ability to work the performance of employees, because according to the results of analysis  $T_{hitung} > T_{table}$  ( $2.966 > 1.67$ ) at  $n = 96$  with the level of Sifgifikansi 95%. There is a significant influence between organizational culture to employee performance, results of  $T_{hitung} > T_{Table}$  analysis ( $3.220 > 1.67$ ) at  $n = 96$  with the level of Sifgnifikansi 95%. There is a significant influence between the organizational climate to the employees ' performance, because according to the results of the analysis  $T_{hitung} > T_{table}$  ( $1.984 > 1.67$ ) at  $n = 96$  with a level of equal 95%. There is a significant influence between loyalty to employee performance, because according to the results of analysis  $T_{hitung} > T_{table}$  ( $8.893 > 1.67$ ) at  $n = 96$  with the level of exposure to 95%. The value  $F_{count} > F_{table}$  ( $87,303 > 2.46$ ) with  $DK_{pemator} 4$  and  $DK_{Denominator} 91$  together (multiple) there are positive influence and significant work ability, organizational culture, climate organization Andloyalty to the performance of office employees West Medan Primary Tax service. Thus a proposed hypothesis was received.*

**Keyword :** *Work ability, organizational culture, organizational climate, loyalty and employee performance*

## ABSTRAK

*Ada pengaruh yang signifikan antara kemampuan kerja terhadap kinerja pegawai, karena menurut hasil analisis thitung > t-tabel (2,966 > 1,67) pada n = 96 dengan taraf signifikansi 95%. Ada pengaruh yang signifikan antara budaya organisasi terhadap kinerja pegawai, hasil analisis thitung > t-tabel (3,220 > 1,67) pada n = 96 dengan taraf signifikansi 95%. Ada pengaruh yang signifikan antara iklim organisasi terhadap kinerja pegawai, karena menurut hasil analisis thitung > t-tabel (1,984 > 1,67) pada n = 96 dengan taraf signifikansi 95%. Ada pengaruh yang signifikan antara loyalitas terhadap kinerja pegawai, karena menurut hasil analisis thitung > t-tabel (8,893 > 1,67) pada n = 96 dengan taraf signifikansi 95%. Nilai F-hitung > F tabel (87,303 > 2,46) dengan dk pembilang 4 dan dk penyebut 91 secara bersama-sama (multiple) terdapat pengaruh positif dan signifikan kemampuan kerja, budaya organisasi, iklim organisasi dan loyalitas terhadap kinerja pegawai Kantor Pelayanan Pajak Pratama Medan Barat. Dengan demikian hipotesis yang diajukan diterima kebenarannya.*

**Keyword :** *Kemampuan kerja, budaya organisasi, iklim organisasi, loyalitas dan Kinerja Pegawai*