

## ABSTRAK

Darsih Novalia Putri, 2026. Pengaruh Budaya Organisasi, Disiplin Kerja, dan *Team Work* Terhadap Efektivitas Kerja Pada Pegawai ASN Dinas Pekerjaan Umum Dan Penataan Ruang Kabupaten Magetan. (1) Dr. Heny Sidanti, S.E., M.M. (2) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh budaya organisasi, disiplin kerja, dan *team work* terhadap efektivitas kerja pegawai Aparatur Sipil Negara (ASN) pada Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Magetan. Fenomena Efektivitas kerja pegawai ASN di Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Magetan belum sepenuhnya optimal. Meskipun pegawai mampu menyelesaikan tugas, pelaksanaan pekerjaan belum optimal karena perbedaan disiplin, pemahaman tujuan kerja, dan koordinasi. Hal ini menyebabkan hasil kerja belum sepenuhnya selaras dengan tujuan organisasi. Penelitian ini merupakan penelitian kuantitatif dengan jumlah sampel sebanyak 131 responden. Teknik pengambilan sampel menggunakan metode purposive sampling dengan penyebaran kuesioner melalui *Google Form*. Analisis data dilakukan menggunakan aplikasi SPSS versi 31. Hasil Penelitian menunjukkan bahwa (1) Budaya Organisasi berpengaruh signifikan terhadap efektivitas kerja (2) Disiplin Kerja berpengaruh signifikan terhadap efektivitas kerja (3) *Team Work* berpengaruh signifikan terhadap efektivitas

**Kata Kunci:** Budaya Organisasi, Disiplin Kerja, *Team Work*, Efektivitas Kerja, Pegawai ASN

## ABSTRACT

Darsih Novalia Putri, 2026. *The Influence of Organizational Culture, Work Discipline, and Team Work on Work Effectiveness of ASN Employees of the Public Works and Spatial Planning Service of Magetan Regency.* (1) Dr. Heny Sidanti, S.E., M.M. (2) Robby Sandhi Dessyarti, S.E., M.M.

*This study aims to determine and analyze the influence of organizational culture, work discipline, and teamwork on the work effectiveness of State Civil Apparatus (ASN) employees at the Public Works and Spatial Planning Agency of Magetan Regency. The work effectiveness of ASN employees at the Public Works and Spatial Planning Agency of Magetan Regency is not yet fully optimal. Although employees are able to complete tasks, work execution is not optimal due to differences in discipline, understanding of work objectives, and coordination. This results in work results not being fully aligned with organizational goals. This study is a quantitative study with a sample of 131 respondents. The sampling technique used a purposive sampling method with questionnaires distributed via Google Form. Data analysis was performed using the SPSS version 31 application. The results of the study indicate that (1) Organizational Culture has a significant effect on work effectiveness (2) Work Discipline has a significant effect on work effectiveness (3) Teamwork has a significant effect on effectiveness.*

**Keywords:** *Organizational Culture, Work Discipline, Teamwork, Work Effectiveness, ASN Employees*