

PENGARUH BUDAYA ORGANISASI, KEPUASAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI WANTANNAS

ABSTRAK

Abstract: This research aims to find out the influence of organizational culture, job satisfaction and work motivation on employee performance. The study was conducted at Wantannas, the population of all employees and the sample number of 59 employees with simple random sampling techniques. This study uses descriptive quantitative methods as well as the spread of questionnaires. The results of the analysis found that partially organizational culture variables (X_1) affect performance variables (Y), job satisfaction variables (X_2) affect performance variables (Y) and work motivation variables (X_3) affect performance variables (Y). F_{tabel} determined a significance level of 0.05 (5%) with 59 respondents, resulting in a F_{tabel} value of 2,772. F_{hitung} (9,265) > F_{tabel} (2,772) and significance values of $0.000 < 0.05$ mean that organizational culture, job satisfaction and work motivation simultaneously affect performance.

Keywords : Organizational Culture, Job Satisfaction, Work Motivation and Job Performance

Abstrak: Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi, kepuasan kerja dan motivasi kerja terhadap kinerja pegawai. Penelitian dilakukan di Wantannas, populasi seluruh pegawai dan jumlah sampel sebanyak 59 pegawai dengan teknik simple random sampling. Penelitian ini menggunakan metode kuantitatif deskriptif serta penyebaran angket. Hasil analisis diperoleh bahwa secara parsial variabel budaya organisasi (X_1) berpengaruh terhadap variabel kinerja (Y), variabel kepuasan kerja (X_2) berpengaruh terhadap variabel kinerja (Y) dan variabel motivasi kerja (X_3) berpengaruh terhadap variabel kinerja (Y). F_{tabel} ditentukan tingkat signifikansi sebesar 0,05 (5%) dengan 59 responden, sehingga nilai F_{tabel} sebesar 2,772. nilai F_{hitung} (9,265) > F_{tabel} (2,772) dan nilai signifikansi $0,000 < 0,05$ artinya bahwa budaya organisasi, kepuasan kerja dan motivasi kerja secara simultan berpengaruh terhadap kinerja.

Kata Kunci : Budaya Organisasi, Kepuasan Kerja, Motivasi Kerja dan Kinerja Pegawai