

ABSTRAK

Penelitian ini bertujuan untuk: (1) Memperoleh bukti-bukti empirik dan menemukan kejelasan fenomena di Dinas Tenaga Kerja dan Transmigrasi Kabupaten Karawang; (2) Menganalisis budaya organisasi dan motivasi terhadap kinerja pegawai. Metode analisis pada penelitian ini menggunakan metode deskriptif dan verifikatif dan *path analysis*, serta mengumpulkan data sekunder, menyajikan, menganalisis, dan melakukan pengujian hipotesis, yang tersedia di Dinas Tenaga Kerja dan Transmigrasi Kabupaten Karawang. Penelitian ini menggunakan pendekatan kuantitatif. Populasi penelitian ini adalah seluruh pegawai Dinas Tenaga Kerja dan Transmigrasi Kabupaten Karawang, dan sampel dikumpulkan dengan menggunakan metode sampel jenuh dengan jumlah sampel 47 responden dari populasi 47 orang. Teknik analisis data yang digunakan yaitu teknik analisis rentang skala dan analisis jalur dengan bantuan *Method of Successive Interval* (MSI), program komputer *Microsoft Excel* 2013, dan SPSS versi 26. Berdasarkan hasil penelitian dari analisis jalur diperoleh bahwa terdapat hubungan yang signifikan dan kuat antara budaya organisasi dan motivasi, faktor yang paling dominan berpengaruh terhadap kinerja pegawai adalah motivasi hal ini dibuktikan dengan nilai *standardized coefficients* yang terbesar. Budaya organisasi berpengaruh secara positif dan signifikan terhadap Kinerja Pegawai akan meningkat. Motivasi berpengaruh positif terhadap Kinerja Pegawai artinya semakin tinggi Motivasi maka kinerja pegawai akan semakin baik. terdapat pengaruh parsial dan simultan antara budaya organisasi dan motivasi terhadap kinerja pegawai di dinas tenaga kerja dan transmigrasi kabupaten karawang.

Kata kunci: budaya organisasi, motivasi, kinerja pegawai

ABSTRACT

This study aims to: (1) Obtain empirical evidence and find phenomena in the Department of Manpower and Transmigration of Karawang Regency: (2) Analyze organizational culture and motivation on employee performance. The analytical method in this study uses descriptive and verification methods and path analysis, as well as collecting secondary data, presenting, analyzing, and testing hypotheses, which are available at the Manpower and Transmigration Office of Karawang Regency. This study uses a quantitative approach. The population of this study were all employees of the Department of Manpower and Transmigration of Karawang Regency, and samples were collected using the saturated sample method with a sample of 47 respondents from a population of 47 people. The data analysis technique used is the technique of scale range analysis and path analysis with the help of the Method of Successive Interval (MSI), Microsoft Excel 2013 computer program, and SPSS version 26. Based on the results of research from path analysis, it is found that there is a significant and strong relationship between culture motivation and organization, the most dominant factor influencing employee performance is motivation, this is evidenced by the largest standard coefficient value. Organizational culture has a positive and significant effect on employee performance will increase. Motivation has a positive effect on employee performance, meaning that the higher the motivation, the better the employee's performance. There is a partial and simultaneous influence between organizational culture and motivation on the performance of employees in the Manpower and Transmigration Office of Karawang Regency.

Keywords: organizational culture, motivation, employee performance