

ABSTRAK

Penelitian ini bertujuan untuk menjelaskan pengaruh motivasi kerja dan budaya organisasi terhadap kinerja pegawai pada Dinas Pengendalian Penduduk dan Keluarga Berencana Kabupaten Karawang baik secara parsial maupun simultan, dengan pendekatan deskriptif dan kuantitatif. Jumlah sampel adalah sebanyak 41 responden dengan menggunakan teknik sampling jenuh (sensus). Selanjutnya data dianalisis dengan analisis jalur (*path analysis*). Hasil analisis data penelitian diperoleh kesimpulan sebagai berikut: (1) Motivasi kerja di Dinas Pengendalian Penduduk dan Keluarga Berencana Kabupaten Karawang sudah baik. (2) Budaya organisasi di Dinas Pengendalian Penduduk dan Keluarga Berencana Kabupaten Karawang sudah baik. (3) Kinerja pegawai di Dinas Pengendalian Penduduk dan Keluarga Berencana Kabupaten Karawang sudah sangat baik. (4) Terdapat korelasi antara motivasi kerja dengan budaya organisasi. (5) Terdapat pengaruh secara parsial motivasi kerja terhadap kinerja pegawai. (6) Terdapat pengaruh secara parsial budaya organisasi terhadap kinerja pegawai. (7) Terdapat pengaruh secara simultan motivasi kerja dan budaya organisasi terhadap kinerja pegawai.

Kata kunci: motivasi kerja, budaya organisasi, kinerja pegawai



ABSTRACT

This study aims to explain the effect of work motivation and organizational culture on employee performance at the Office of Population Control and Family Planning, Karawang Regency, both partially and simultaneously, using descriptive and quantitative approaches. The number of samples is 41 respondents using saturated sampling technique (census). Furthermore, the data was analyzed by path analysis (path analysis). The results of the research data analysis obtained the following conclusions: (1) Work motivation at the Population Control and Family Planning Office of Karawang Regency is good. (2) The organizational culture in the Population Control and Family Planning Office of Karawang Regency is good. (3) The performance of employees at the Office of Population Control and Family Planning in Karawang Regency is very good. (4) There is a correlation between work motivation and organizational culture. (5) There is a partial influence of work motivation on employee performance. (6) There is a partial influence of organizational culture on employee performance. (7) There is a simultaneous influence of work motivation and organizational culture on employee performance.

Keywords: work motivation, organizational culture, employee performance

