

ABSTRAK

Tasem Kartika. 15416261201159. Pengaruh Budaya Organisasi dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Plasindo Lestari. Di bawah bimbingan Dr. H. Budi Rismayadi, S.E.,M.M dan H. Suroso, S.E.,M.M.

Kinerja adalah hasil kerja secara kualitas dan kuantitas yang dicapai seorang karyawan dalam melaksanakan tugas sesuai dengan tanggung jawab yang diberikan kepadanya. Kinerja karyawan dapat dipengaruhi oleh dua faktor yaitu budaya organisasi dan motivasi kerja. Jika motivasi kurang maka akan mempengaruhi pada kinerja karyawan, dan jika budaya organisasinya kurang baik maka akan menurunkan kinerja karyawan.

Penelitian ini dilakukan dengan metode deskriptif dan verifikatif yaitu mengumpulkan, menyajikan, menganalisis dan melakukan pengujian hipotesis, serta membuat kesimpulan dan saran. Sampel dikumpulkan dengan metode *Cluster Sampling* dengan jumlah sampel sebanyak 92 responden dari populasi 120 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 2010*, dan SPSS versi 16.

Hasil penelitian ini diperoleh beberapa kesimpulan yaitu bahwa budaya organisasi berdasarkan hasil analisis deskriptif menunjukkan skor rata-rata 349,6 berada pada kriteria setuju, motivasi kerja berdasarkan hasil analisis deskriptif menunjukkan skor rata-rata 341,3 berada pada kriteria setuju, kinerja karyawan berdasarkan hasil analisis deskriptif menunjukkan skor rata-rata 351 berada pada kriteria setuju. Terdapat hubungan yang sedang antara budaya organisasi dan motivasi kerja, hal ini dilihat dari nilai koefisien korelasi sebesar 0,401. Terdapat pengaruh budaya organisasi secara parsial terhadap kinerja karyawan sebesar 21,8% dan terdapat pengaruh motivasi kerja terhadap kinerja karyawan sebesar 6,4%. Adapun pengaruh budaya organisasi dan motivasi kerja secara simultan terhadap kinerja karyawan sebesar 28,2%, sedangkan sisanya 71,8% merupakan kontribusi variabel lain (ϵ) yang tidak diteliti dalam penelitian ini.

Kata kunci : Budaya Organisasi, Motivasi Kerja, Kinerja Karyawan

ABSTRACT

Tasem Kartika. 15416261201159. The influence of organizational culture and work motivation to the performance of PT. Plasindo Lestari employees. Under the guidance of Dr. H. Budi Rismayadi, S.E.,M.M. and H. Suroso S.E.,M.M.

Performance is the result of work in quality and quantity achieved by an employee in carrying out the duties in accordance with the responsibilities given to him. Employee performance can be influenced by two factors, namely organizational culture and work motivation. If less motivation will affect the performance of employees, and if the culture of the Organization is not better then it will decrease employee performance.

This research is done by a descriptive and vericular method of collecting, presenting, analyzing and conducting hypothesis testing, as well as making conclusions and suggestions. Samples were collected by the Cluster Sampling method with a sample amount of 92 respondents from a population of 120 people. The data analysis techniques used are scale range analysis and path analysis techniques with the help Of Method Of Successive Interval (MSI), Microsoft Excel 2010 computer programs, and SPSS version 16.

The results of this study were obtained several conclusions that the organizational culture based on descriptive analysis results showed an average score of 349.6 was on the criteria agreed, the motivation of work based on the results of a descriptive analysis showed an average score of 341.3 was on the criteria agreed, the performance of employees based on the results of the DESKRPTIF analysis showed an average score of 351 was on the There is a relationship between organizational culture and work motivation, it is seen from the value of correlation coefficient of 0.401. There is a partial organizational cultural influence on employee performance of 21.8% and there is a working motivation effect on employee performance by 6.4%. As for the organizational culture influence and work motivation simultaneously on employee performance of 28.2%, while the remaining 71.8% is the contribution of other variables (ϵ) that are not examined in this research.

Keywords: organizational culture, work motivation, employee performance