

ABSTRACT

Ario Adji Akbar (2023), The Influence of Organizational Culture and Work Motivation on the Performance of Pengandonan Subdistrict Office Employees. This research was under the guidance of Noviansyah S.E., M.Si and Rani Anwar S.Pd., M.M

This research discussed organizational culture and work motivation for Pengandonan sub-district office employees. The population in this study was 32 respondents, the data collection technique used in this research was through distributing questionnaires. The analytical method used was a quantitative method using multiple linear regression tools. The results of the analysis in this study explained that the calculated T for each Organizational Culture variable (X_1) was 2.121 and Work Motivation (X_2) was 6.066, which was greater than the T table value of 2.045, which stated that each variable had a partial influence on performance (Y) Pengandonan Subdistrict Office Employee. Simultaneously, there was an influence of organizational culture and work motivation on Pengandonan sub-district office employees. With a calculated F of 18.602 which was greater than a F table of 3.33, the value of the coefficient of determination (adjusted R square) was 0.562, meaning that in this case the contribution of Organizational Culture and Work Motivation was 56.2% while the remaining 43.8% was influenced by other variables. not examined in this research such as Work Discipline, Work Facilities and Leadership (Afandi, 2018:83)

Keywords: Organizational Culture, Work Motivation, Employees' Performance

ABSTRAK

Ario Adji Akbar (2023), Pengaruh Budaya Organisasi dan Motivasi Kerja Terhadap Kinerja Pegawai Kantor Camat Pengandonan. Skripsi ini dibimbing oleh Bapak Noviansyah S.E., M.Si dan Ibu Rani Anwar S.Pd., M.M

Penelitian ini membahas tentang Budaya Organisasi dan Motivasi Kerja Terhadap Pegawai Kantor Camat Pengandonan. Populasi dalam penelitian ini adalah 32 responden, teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuisioner. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat regresi linear berganda. Hasil analisis dalam penelitian ini menjelaskan T hitung masing - masing variabel Budaya Organisasi (X1) sebesar 2,121 dan Motivasi Kerja (X2) sebesar sebesar 6,066 lebih besar jika dibandingkan dengan nilai T tabel sebesar 2,045 yang menyatakan masing – masing variabel berpengaruh secara parsial terhadap Kinerja (Y) Pegawai Kantor Camat Pengandonan. Secara Simultan ada Pengaruh Budaya Organisasi dan Motivasi Kerja Terhadap Pegawai Kantor Camat Pengandonan. Dengan F hitung sebesar 18,602 lebih besar dari Ftabel Sebesar 3,33, nilai koefisien determinasi (adjusted R square) sebesar 0,562 artinya dalam hal ini sumbangan Budaya Organisasi dan Motivasi Kerja sebesar 56,2% sedangkan sisanya 43,8% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini seperti Disiplin Kerja, Fasilitas Kerja dan Kepemimpinan (Afandi, 2018:83)

Kata Kunci : Budaya Organisasi, Motivasi kerja, Kinerja pegawai