

## ABSTRAK

**Meriyana (2022).** Pengaruh Budaya Organisasi Dan Kepuasan Kerja Terhadap Kinerja Pegawai Negeri Sipil Pada Dinas Pertanian Kabupaten OKU Timur. Dibimbing oleh Ibu Dr. Rini Efrianti, S.E., M.Si selaku pembimbing I dan, ibu RR. Dimas Veronica P, S.E., M.M. selaku pembimbing II. Penelitian ini bertujuan untuk mengetahui Pengaruh budaya organisasi dan kepuasan kerja terhadap kinerja pegawai negeri sipil pada Dinas Pertanian Kabupaten OKU Timur.

Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh signifikan antara Budaya Organisasi terhadap Kinerja Pegawai Negeri Sipil pada Dinas Pertanian Kabupaten OKU Timur dan ada pengaruh signifikan antara Kepuasan Kerja terhadap Kinerja Pegawai Negeri Sipil pada Dinas Pertanian Kabupaten OKU Timur. Secara simultan didapatkan  $F_{hitung} 156.317 > F_{tabel} 3.23$  maka  $H_0$  ditolak dan  $H_a$  diterima, artinya secara simultan ada pengaruh signifikan antara Budaya Organisasi dan Kepuasan Kerja terhadap Kinerja Pegawai Negeri Sipil pada Dinas Pertanian Kabupaten OKU Timur. Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0.887. Hal ini menunjukkan berarti sumbangan pengaruh budaya organisasi dan kepuasan kerja terhadap kinerja pegawai sebesar 88,7% sedangkan sisanya 11.3% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini seperti faktor individu dan faktor kepemimpinan (Sopiah dan Sangdji, 2018:352).

Kata Kunci: Budaya Organisasi, Kepuasan Kerja dan Kinerja Pegawai

## **ABSTRACT**

**Meriyana (2022).** *The Influence of Organizational Culture and Job Satisfaction on the Performance of Civil Servants at the Department of Agriculture of East OKU Regency. Under the guidance of Dr. Rini Efrianti, S.E., M.Si and RR. Dimas Veronica P, S.E., M.M. This study aims to determine the influence of organizational culture and job satisfaction on the performance of civil servants at the Department of Agriculture of East OKU Regency.*

*The data analysis technique used is Multiple Linear Regression. Based on the results of the partial analysis, there is a significant influence between Organizational Culture on the Performance of Civil Servants at the Department of Agriculture of East OKU Regency and there is a significant influence between Job Satisfaction on the Performance of Civil Servants at the Department of Agriculture of East OKU Regency. Simultaneously obtained F count  $156.317 > F$  table 3.23 then  $H_0$  is rejected and  $H_a$  is accepted, meaning that simultaneously there is a significant influence between Organizational Culture and Job Satisfaction on the Performance of Civil Servants at the Department of Agriculture of East OKU Regency. The coefficient of determination ( $R^2$ ) obtained is 0.887. This shows that the contribution of the influence of organizational culture and job satisfaction on employees' performance is 88.7% while the remaining 11.3% is influenced by other variabels not included in this research model such as individual faktors and leadership faktors (Sopiah and Sangdji, 2018: 352).*

**Keywords:** *Organizational Culture, Job Satisfaction and Employees' Performance*