

ABSTRAK

Ghina Saralita (2022), Pengaruh Promosi Jabatan Dan Budaya Organisasi Terhadap Kinerja Karyawan Di Hotel Bukit Indah Lestari Baturaja Di Bawah Bimbingan **Novegya Ratih, S.E.,M.Si** Dan **Rani Anwar, S.Pd.,M.M.** Skripsi ini membahas tentang Pengaruh Promosi Jabatan Dan Budaya Organisasi Terhadap Kinerja Karyawan Di Hotel Bukit Indah Lestari Baturaja. Populasi dalam penelitian ini digunakan adalah 52 karyawan pada Hotel Bukit Indah Lestari Baturaja. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Setelah dilakukan penelitian didapatkan hasil bahwa Promosi Jabatan dan Budaya Organisasi secara parsial maupun simultan berpengaruh positif atau signifikan terhadap kinerja karyawan di Hotel Bukit Indah Lestari Baturaja. Hal tersebut dapat dilihat pada hasil Analisis Regresi Linear Berganda Variabel Promosi Jabatan (X_1) sebesar (0.325) dan Budaya Organisasi (X_2) sebesar (0.287). Hasil perhitungan Uji T diperoleh nilai t-hitung Promosi Jabatan (X_1) sebesar (2.979), Budaya Organisasi (2.933) > t-tabel (2.00958). Hasil perhitungan uji F diperoleh nilai f-hitung sebesar (24.825) > f-tabel (3.19). Nilai Koefisien Determinasi (R Square) sebesar 0.503 artinya dalam hal ini persentase sumbangan promosi jabatan dan budaya organisasi terhadap kinerja karyawan sebesar 50.3% dan sisanya sebesar 49.7% dipengaruhi oleh variabel lain kemampuan, motivasi kerja dan kepemimpinan (Widyaningrum 2016:117).

Kata kunci : Promosi Jabatan, Budaya Organisasi dan Kinerja karyawan

ABSTRACT

Ghina Saralita (2022), The Influence of Job Promotion and Organizational Culture on Employees' Performance at the Hotel Bukit Indah Lestari Baturaja under the guidance of **Novegya Ratih, S.E., M.Si** and **Rani Anwar, S.Pd., M.M.** This research discussed the influence of job promotion and organizational culture on employees' performance at the Hotel Bukit Indah Lestari Baturaja. The population used in this study was 52 employees at the Hotel Bukit Indah Lestari Baturaja. The method used in this research was a quantitative method using multiple linear regression analysis. After conducting the research, it was found that job promotion and organizational culture had a positive or significant influence on employees' performance at the Hotel Bukit Indah Lestari Baturaja, either partially or simultaneously. This could be seen in the results of the Multiple Linear Regression Analysis of the Job Promotion variable (X1) of (0.325) and Organizational Culture (X2) of (0.287). The results of the T test calculation obtained the t-count value for Job Promotion (X1) of (2.979), Organizational Culture (2.933) > t-table (2.00958). The results of the F test calculation obtained the f-count value of (24.825) > f-table (3.19). The value of the Determination Coefficient (R Square) was 0.503, which meant that in this case the percentage contribution of job promotion and organizational culture to employees' performance was 50.3% and the remaining 49.7% was influenced by other variables such as ability, work motivation, and leadership (Widyaningrum 2016:117).

Keywords: Job Promotion, Organizational Culture and Employees' Performance