

ABSTRAK

Miranda Krisdayanti (2023). Pengaruh Budaya Organisasi dan Motivasi terhadap Kinerja Karyawan PT. Minanga Group Pabrik Seii Enai Mill (SENM). Dibimbing oleh Bapak darman Syafe'i, S.E.,M.Si. selaku pembimbing I dan ibu Nourma Wulanda, S.Pd.,M.M selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Budaya Organisasi dan Motivasi terhadap Kinerja Karyawan PT. Minanga Group Pabrik Seii Enai Mill (SENM). Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 68 Karyawan PT. Minanga Group Pabrik Seii Enai Mill (SENM). Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan hasil uji hipotesis menunjukkan bahwa secara parsial atau uji t ada pengaruh budaya organisasi terhadap Kinerja karyawan pada PT. Minanga Group Pabrik Seii Enai Mill (SENM) dengan angka t_{hitung} sebesar (8.657) dan t_{tabel} (1.99714). Dengan demikian dapat disimpulkan bahwa H_0 ditolak dan H_a diterima. Pada variabel motivasi ada pengaruh motivasi terhadap Kinerja karyawan karyawan pada PT. Minanga Group dengan angka t_{hitung} sebesar (5.545) dan t_{tabel} (1.99714). Dengan demikian dapat disimpulkan bahwa H_0 ditolak dan H_a diterima. Hasil penelitian didapatkan bahwa F_{hitung} sebesar 197.062. Hasil tersebut kemudian dibandingkan dengan F tabel, F tabel di peroleh dengan melihat ($df_1 = \text{jumlah variabel} - 1 = 3 - 1 = 2$ dan ($df_2 = n - k - 1 = 68 - 2 - 1 = 65$ pada tingkat kepercayaan 95% atau $\alpha = 5\%$ didapat F_{tabel} 3.14. Jadi $F_{hitung} 197.062 > F_{tabel} 3.14$ maka H_0 ditolak dan H_a diterima, artinya secara simultan ada pengaruh signifikan budaya organisasi dan motivasi terhadap kinerja karyawan PT. Minanga Group Pabrik Seii Enai Mill (SENM). Koefisien determinasi (R^2) yang diperoleh sebesar 0.858. Hal ini menunjukkan berarti sumbangan pengaruh budaya organisasi dan motivasi terhadap Kinerja karyawan sebesar 85.8% sedangkan sisanya 14,2% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini.

Kata Kunci: Budaya Organisasi, Motivasi dan Kinerja Karyawan

ABSTRACT

Miranda Krisdayanti (2023). The Influence of Organizational Culture and Motivation on Employees' Performance at PT. Minanga Group Factory Seii Enai Mill (SENM). This study was under the guidance of Darman Syafe'i, S.E., M.Si. and Nourma Wulanda, S.Pd., M.M.

This study aimed to determine the influence of organizational culture and motivation on employees' performance at PT. Minanga Group Factory Seii Enai Mill (SENM). The data collection technique used in this study was through distributing questionnaires. Total population was 68 employees of PT. Minanga Group Factory Seii Enai Mill (SENM). The data analysis technique used was multiple linear regression. Based on the results of hypothesis testing showed that partially or t test there was an influence of organizational culture on employees' performance at PT. Minanga Group Factory Seii Enai Mill (SENM) with a tcount of (8.657) and ttable (1.99714). Thus it could be concluded that Ho was rejected and Ha was accepted. In the motivational variable there was a motivational influence on the performance of employees at PT. Minanga Group with a tcount of (5.545) and ttable (1.99714). Thus it could be concluded that Ho was rejected and Ha was accepted. The results of the study found that Fcount was 197,062. These results were then compared with F tables, F tables were obtained by looking at $(df1 = \text{number of variables} - 1) = 3 - 1 = 2$ and $(df2 = n - k - 1) = 68 - 2 - 1 = 65$ at a 95% confidence level or $\alpha = 5\%$ obtained Ftable 3.14. So Fcount 197.062 > Ftable 3.14 then Ho was rejected and Ha was accepted, meaning that simultaneously there was a significant influence of organizational culture and motivation on the performance of employees of PT. Minanga Group Factory Seii Enai Mill (SENM). The coefficient of determination (R²) obtained was 0.858. This showed that the contribution of the influence of organizational culture and motivation on employees' performance was 85.8% while the remaining 14.2% was influenced by other variables not mentioned in this study.

Keywords: Organizational Culture, Employees' Motivation and Performance