

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Disiplin Kerja dan Budaya Organisasi secara bersama-sama (simultan) dan parsial terhadap Kinerja Pegawai dengan Motivasi Kerja sebagai Variabel Intervening. Metode pengumpulan data melalui survei dan mengedarkusioner dengan sampel 72 responden. Metode analisis yang digunakan adalah uji validitas dan reabilitas uji normalitas, uji multikolinienaritas, uji heterokedastisitas, analisis linier berganda, koefisien determinasi, untuk uji hipotesis digunakan uji f dan uji t dan *path analysis*.

Hasil penelitian ini menyimpulkan bahwa terdapat tepengaruh positif dan tidak signifikan Disiplin Kerja terhadap Motivasi. Bahwa terdapat pengaruh positif dan signifikan Budaya Organisasi terhadap Motivasi. Dan terdapat pengaruh positif dan signifikan Disiplin Kerja terhadap Kinerja Pegawai. Selanjutnya terdapat pengaruh positif dan tidak signifikan Budaya Organisasi terhadap Kinerja Pegawai. Dan terdapat pengaruh positif dan signifikan Motivasi terhadap Kinerja Pegawai. Kemudian Motivasi tidak memediasi Disiplin Kerja terhadap Kinerja Pegawai. Selanjutnya motivasi tidak memediasi Budaya Organisasi terhadap Kinerja Pegawai. Dimana hubungan langsung lebih besar dari hubungan tidak langsung, maka dapat diperoleh mediasi ditolak.

Kata Kunci : Disiplin Kerja, Budaya Organisasi, Kinerja Pegawai, dan Motivasi

ABSTRACT

This study aims to determine how much influence Work Discipline and Organizational Culture simultaneously (simultaneously) and partially on Employee Performance with Work Motivation as Intervening Variables. Methods of data collection through surveys and distributing questionnaires with a sample of 72 respondents. The analytical method used is the validity and reliability test for normality test, multicollinearity test, heteroscedasticity test, multiple linear analysis, coefficient of determination, for hypothesis testing the f test and t test are used and path analysis.

The results of this study concluded that there was a positive and insignificant influence of work discipline on motivation. That there is a positive and significant influence of Organizational Culture on Motivation. And there is a positive and significant effect of Work Discipline on Employee Performance. Furthermore, there is a positive and insignificant influence of Organizational Culture on Employee Performance. And there is a positive and significant effect of motivation on employee performance. Then Motivation does not mediate Work Discipline on Employee Performance. Furthermore, motivation does not mediate Organizational Culture on Employee Performance. Where the direct relationship is greater than the indirect relationship, it can be obtained that mediation is rejected.

Keywords : Work Discipline, Organizational Culture, Employee Performance, and Motivation