

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh budaya kerja dan disiplin kerja terhadap kinerja pegawai dengan motivasi kerja sebagai variabel intervening Puskesmas Pancung Soal. Metode yang digunakan adalah Structur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0. Dengan mengendarkan kuesioner sebanyak 96 responden.

Hasil analisis data menyimpulkan,terdapat pengaruh positif yang signifikan antara variabel budaya kerja terhadap variabel motivasi kerja. Terdapat pengaruh positif yang signifikan antara variabel disiplin kerja terhadap variabel motivasi kerja. Terdapat pengaruh positif yang signifikan antara variabel budaya kerja terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel disiplin kerja terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel motivasi kerja terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel budaya kerja terhadap variabel kinerja pegawai melalui motivasi kerja. Terdapat pengaruh positif yang signifikan antara variabel disiplin kerja terhadap variabel kinerja pegawai melalui motivasi kerja.

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

ABSTRACT

This study aims to determine how much influence work culture and work discipline have on employee performance with work motivation as an intervening variable at Pancung Sol Health Center. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating a questionnaire of 96 respondents.

The results of the data analysis concluded that there was a significant positive influence between work culture variables on work motivation variables. There is a significant positive influence between work discipline variables on work motivation variables. There is a significant positive influence between work culture variables on employee performance variables. There is a significant positive influence between work discipline variables on employee performance variables. There is a significant positive influence between work motivation variables on employee performance variables. There is a significant positive influence between work culture variables on employee performance variables through work motivation. There is a significant positive influence between work discipline variables on employee performance variables through work motivation.

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