

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Pegawai Melalui Kepuasan Kerja. Variabel penelitian yaitu Budaya Organisasi, Komitmen Organisasi, Kinerja Pegawai, dan Kepuasan Kerja. Metode Pengumpulan data melalui survey dan menyebarkan kuesioner dengan sampel 85 responden. Metode analisis yang digunakan adalah uji validitas dan uji reliabilitas, path analysis, uji asumsi klasik, analisis regresi linier berganda.

Hasil penelitian yang didapat yaitu: a) Terdapat pengaruh positif dan signifikan antara Budaya Organisasi terhadap Kepuasan Kerja pada Dinas Pendidikan dan Kebudayaan Kota Padang. b) Terdapat pengaruh positif dan signifikan antara Komitmen Organisasi terhadap Kepuasan Kerja pada Dinas Pendidikan dan Kebudayaan Kota Padang. c) Terdapat pengaruh positif dan signifikan antara Budaya Organisasi terhadap Kinerja Pegawai pada Dinas Pendidikan dan Kebudayaan Kota Padang. d) Terdapat pengaruh positif dan signifikan antara Komitmen Organisasi terhadap Kinerja Pegawai pada Dinas Pendidikan dan Kebudayaan Kota Padang. e) Terdapat pengaruh positif dan signifikan antara Kepuasan Kerja terhadap Kinerja Pegawai pada Dinas Pendidikan dan Kebudayaan Kota Padang. f) Kepuasan Kerja memediasi Budaya Organisasi terhadap Kinerja Pegawai. g) Kepuasan Kerja tidak memediasi Komitmen Organisasi terhadap Kinerja Pegawai.

Kata Kunci : Budaya Organisasi, Komitmen Organisasi, Kinerja Pegawai, dan Kepuasan Kerja.

ABSTRACT

This study aims to determine how much influence Organizational Culture and Organizational Commitment have on Employee Performance Through Job Satisfaction. The research variables are Organizational Culture, Organizational Commitment, Employee Performance, and Job Satisfaction. Methods of collecting data through surveys and distributing questionnaires with a sample of 85 respondents. The analytical method used is the validity test and reliability test, path analysis, classical assumption test, multiple linear regression analysis.

The research results obtained are: a) There is a positive and significant influence between Organizational Culture on Job Satisfaction at the Education and Culture Office of the City of Padang. b) There is a positive and significant influence between Organizational Commitment on Job Satisfaction at the Padang City Education and Culture Office. c) There is a positive and significant influence between Organizational Culture on Employee Performance at the Padang City Education and Culture Office. d) There is a positive and significant influence between Organizational Commitment on Employee Performance at the Padang City Education and Culture Office. e) There is a positive and significant influence between Job Satisfaction on Employee Performance at the Padang City Education and Culture Office. f) Job Satisfaction mediates Organizational Culture on Employee Performance. g) Job Satisfaction does not mediate Organizational Commitment to Employee Performance.

Keywords: Organizational Culture, Organizational Commitment, Employee Performance, and Job Satisfaction.