

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Dari Motivasi Kerja, Budaya Organisasi Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Kantor Kementerian Agama Kabupaten Sijunjung. Teknik pemilihan sampel menggunakan teknik simple jenuh dan dengan cara penyebaran kuesioner sebanyak 44 responden yang disebarakan kepada pegawai kantor kementerian agama kabupaten sijunjung. Alat analisis data yang digunakan dalam penelitian ini yaitu uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji T, uji F dan uji R^2 dan analisis menggunakan SPSS versi 23.

Hasil penelitian menunjukkan bahwa Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai, Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Motivasi Kerja, Budaya Organisasi dan Disiplin Kerja secara bersama-sama atau simultan berpengaruh positif dan signifikan terhadap Kinerja Pegawai. kemudian hasil uji koefisien determinasi Adjusted R square dari sumbangan variable Motivasi Kerja, Budaya Organisasi dan Disiplin Kerja terhadap Kinerja Pegawai sebesar 0,801 atau 80,1%. Sedangkan sisanya adalah sebesar 0,199 atau 19,9% dipengaruhi oleh variabel lain di luar penelitian ini. Berdasarkan hasil penelitian ini diharapkan Pegawai Kantor Kementerian Agama Kabupaten Sijunjung dapat meningkatkan kinerjanya dengan cara memperbaiki motivasi kerja, budaya organisasi dan disiplin kerja.

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

ABSTRACT

This study aims to determine how big the influence of work motivation, organizational culture and work discipline on employee performance at the Office of the Ministry of Religion of Sijunjung Regency. The sample selection technique used the simple technique of saturation and by distributing questionnaires to 44 respondents which were distributed to employees of the Sijunjung Regency Ministry of Religion office. The data analysis tools used in this study were validity test, reliability test, classic assumption test, multiple linear regression analysis, T test, F test and R2 test and analysis using SPSS version 23.

The results showed that work motivation has a positive and significant effect on employee performance, organizational culture has a positive and significant effect on employee performance. Work Discipline has a positive and significant effect on Employee Performance. Work Motivation, Organizational Culture and Work Discipline together or simultaneously have a positive and significant effect on Employee Performance. then the test results of the Adjusted R square coefficient of determination from the contribution of the variables Work Motivation, Organizational Culture and Work Discipline to Employee Performance are 0.801 or 80.1%. While the remainder is 0.199 or 19.9% influenced by other variables outside of this study. Based on the results of this study, it is expected that employees of the Office of the Ministry of Religion of Sijunjung Regency can improve their performance by improving work motivation, organizational culture and work discipline.

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