

ABSTRAK

Genta Wahyudi 19101155310700 Manajemen (2023), Pengaruh Pengembangan Potensi Sumber Daya Manusia dan Budaya Organisasi terhadap Kinerja Aparat Sipil Negara/Karyawan dengan Disiplin Kerja sebagai Variabel Intervening dibawah bimbingan ibu Dr. Lusiana, S.E., M.M. dan ibu Mardhatila Fitri Sopali, S.E., M.M.

Penelitian ini bertujuan untuk menguji seberapa besar, Pengaruh Pengembangan Potensi Sumber Daya Manusia, Budaya Organisasi, terhadap Kinerja Aparat Sipil Negara/Karyawan dengan Disiplin Kerja sebagai variabel intervening. Metode pengumpulan data melalui survey dan menyebarkan kusioner, dengan sampel 75 orang. Metode analisis yang digunakan adalah Analisis regresi linier berganda dan analisis jalur (*path analysis*).

Hasil penelitian ini yaitu diperoleh Pengembangan Potensi SDM secara parsial berpengaruh positif dan signifikan terhadap Disiplin Kerja. Hasil yang diperoleh Budaya Organisasi secara parsial berpengaruh positif dan signifikan terhadap Disiplin Kerja. Hasil yang diperoleh Pengembangan Potensi SDM secara parsial berpengaruh positif dan signifikan terhadap Kinerja Aparat Sipil Negara. Hasil yang diperoleh Budaya Organisasi secara parsial berpengaruh positif dan signifikan terhadap Kinerja Aparat Sipil Negara. Hasil yang diperoleh Disiplin Kerja secara parsial berpengaruh positif dan signifikan terhadap Kinerja Aparat Sipil Negara. Diperoleh Disiplin Kerja tidak memediasi Pengembangan Potensi SDM terhadap Kinerja Aparat Sipil Negara. Diperoleh Disiplin Kerja tidak memediasi Budaya Organisasi terhadap Kinerja Aparat Sipil Negara.

Kata Kunci : Pengembangan Potensi SDM, Budaya Organisasi, Kinerja Asn/Karyawan dan Disiplin Kerja.

ABSTRACT

Genta Wahyudi 19101155310700 Management (2023), The Influence of Developing the Potential of Human Resources and Organizational Culture on the Performance of State Civil Apparatus/Employees with Work Discipline as an Intervening Variable case study of the Office of the Governor of West Sumatra under the guidance of Mrs. Dr. Lusiana, S.E., M.M. and Mrs. Mardhatila Fitri Sopali, S.E., M.M.

This study aims to examine how much influence the development of human resource potential, organizational culture, has on the performance of state civil servants/employees with work discipline as an intervening variable. Methods of data collection through surveys and distributing questionnaires, with a sample of 75 people. The analytical method used is multiple linear regression analysis and path analysis

The results of this study are that the Development of Human Resource Potential partially has a positive and significant effect on Work Discipline. The results obtained by Organizational Culture partially have a positive and significant effect on Work Discipline. The results obtained by developing human resource potential partially have a positive and significant effect on the performance of the State Civil Apparatus. The results obtained by Organizational Culture partially have a positive and significant effect on the performance of the State Civil Apparatus. The results obtained by Work Discipline partially have a positive and significant effect on the performance of the State Civil Apparatus. Obtained Work Discipline does not mediate the Development of Human Resource Potential on the Performance of the State Civil Apparatus. Obtained Work Discipline does not mediate Organizational Culture on the Performance of State Civil Apparatus.

Keywords: HR Potential Development, Organizational Culture, State Civil Apparatus/ Employees Performance and Work Discipline