

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Disiplin Kerja dan Budaya Organisasi terhadap Kinerja Pegawai dengan Motivasi Kerja sebagai variabel Intervening pada Dinas Koperasi, Usaha Kecil, Menengah dan Tenaga Kerja Kabupaten Pesisir Selatan. Variabel penelitian yaitu disiplin kerja (X1), budaya organisasi (X2), kinerja pegawai (Y) dan motivasi kerja (Z). Metode pengumpulan data melalui survai dan menyebarkan kusioner kepada pegawai yang berstatus ASN (aparatur sipil Negara) sebanyak 32 orang sebagai responden. Metode analisis yang digunakan adalah uji *outer model* dan *inner model* menggunakan alat pengolahan data dari Smart PLS 3.0. hasil penelitian menunjukkan (H1) Disiplin kerja berpengaruh positif dan signifikan terhadap motivasi kerja, penelitian ini diterima. (H2) Budaya organisasi berpengaruh positif dan signifikan terhadap motivasi kerja, penelitian ini diterima. (H3) Disiplin kerja berpengaruh negatif dan tidak signifikan terhadap kinerja pegawai, penelitian ini ditolak. (H4) Budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai, penelitian ini diterima. (H5) Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, penelitian ini diterima. (H6) Disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai melalui motivasi kerja sebagai variabel intervening, penelitian ini ditolak. (H7) Budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai melalui motivasi kerja sebagai variabel intervening, penelitian ini diterima.

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

## **ABSTRACT**

*This study aims to determine the large extent of the influence of Work Discipline and Organizational Culture on Employee Performance with Work Motivation as an Intervening variable in the Office of Cooperatives, Small, Medium Enterprises and Manpower of district Pesisir Selatan. The research variables are work discipline (X1), organizational culture (X2), employee performance (Y) and work motivation (Z). The method of collecting data through surveys and distributing questionnaires to employees with ASN (State civil apparatus) status as many as 32 people as respondents. The analysis method used is the outer model and inner model tests using data processing from Smart PLS 3.0. The results showed (H1) Work discipline has a positive and significant effect on work motivation, this research is accepted. (H2) Organizational culture has a positive and significant effect on work motivation, this research was accepted. (H3) Work discipline had a negative and insignificant effect on employee performance, the study was rejected. (H4) Organizational culture has a positive and significant effect on employee performance, this research was accepted. (H5) Work motivation has a positive and significant effect on employee performance, this study was accepted. (H6) Work discipline has a positive and insignificant effect on employee performance through work motivation as an intervening variable, this study was rejected. (H7) Organizational culture has a positive and significant effect on employee performance through work motivation as an intervening variable, this study was accepted.*

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