

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Budaya Organisasi Dan Motivasi Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Baznas Kota Padang. Penelitian ini adalah model *Structural Equation Modeling* (SEM) dengan alat bantu analisi SmartPLS 3.0. Populasi dan sampel penelitian ini adalah pegawai Baznas Kota Padang. Hasil penelitian menemukan Terdapat pengaruh antara Budaya Organisasi terhadap Kepuasan Kerja. Terdapat pengaruh antara Motivasi terhadap Kepuasan Kerja. Terdapat pengaruh antara Budaya Organisasi terhadap Kinerja Pegawai. Tidak terdapat pengaruh antara Motivasi terhadap Kinerja Pegawai. Tidak terdapat pengaruh antara Kepuasan Kerja terhadap Kinerja Pegawai. Kepuasan Kerja tidak memediasi Budaya Organisasi terhadap Kinerja Pegawai. Kepuasan Kerja tidak memediasi Motivasi terhadap Kinerja Pegawai.

Kata Kunci: Budaya Organisasi, Motivasi, Kepuasan Kerja, Kinerja Pegawai

ABSTRACT

This research aims to determine and attempt to analyze the influence of organizational culture and motivation on employee performance with job satisfaction as an intervening variable at Baznas Padang City. This research is a Structural Equation Modeling (SEM) model with the SmartPLS 3.0 analysis tool. The population and sample for this research are Padang City Baznas employees. The research results found that there is an influence between organizational culture and job satisfaction. There is an influence between motivation and job satisfaction. There is an influence between Organizational Culture on Employee Performance. There is no influence between Motivation on Employee Performance. There is no influence between Job Satisfaction and Employee Performance. Job Satisfaction does not mediate Organizational Culture on Employee Performance. Job Satisfaction does not mediate Motivation on Employee Performance.

Keywords: *Organizational Culture, Motivation, Job Satisfaction, Employee Performance*