

ABSTRAK

Arzu Khairani, 201011553105529, Jurusan Manajemen Sumber Daya Manusia, Pengaruh Kompensasi, Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai Dengan Budaya Organisasi Sebagai Variabel Intervening Pada Non Pns Di Kantor Wilayah Dispora Pasaman Barat. Dibawah Bimbingan I ibuk Hilda Mary S.E, M.M. Dan Pembimbing II Ibuk Desi Permata Sari, S.H, MM Penelitian Ini Bertujuan Untuk Mengetahui Seberapa Besar Pembahasan Pengaruh Kompensasi, Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai Dengan Budaya Organisasi Sebagai Variabel Intervening Pada Non Pns Di Kantor Wilayah Dispora Pasaman Barat. Metode Analisis Data berupa jenis Data Kuesioner dengan Sampel 60 responden. Metode Analisis Data Yang Digunakan Adalah Analisis jenis Data Kuesioner. Hasil penelitian Yang Didapatkan Berdasarkan Uji Parsial (Uji T) Diperoleh : Tidak Terdapat pengaruh Kompensasi terhadap Budaya Organisasi pada Konsumen Dispora Pasaman Barat, Terdapat pengaruh Disiplin Kerja terhadap Budaya Organisasi pada Konsumen Dispora Pasaman Barat, Tidak Terdapat pengaruh Motivasi Kerja terhadap Budaya Organisasi pada Konsumen Dispora Pasaman Barat, Tidak Terdapat pengaruh Kompensasi terhadap Kinerja Pegawai pada Konsumen Dispora Pasaman Barat., Terdapat pengaruh Disiplin Kerja terhadap Kinerja Pegawai pada Konsumen Dispora Pasaman Barat, Terdapat pengaruh Motivasi Kerja terhadap Kinerja Pegawai pada Konsumen Dispora Pasaman Barat. Hal ini mengindikasikan bahwa semakin baik Motivasi Kerja yang dirasakan oleh Konsumen Dispora Pasaman Barat, maka semakin tinggi pula, Kinerja Pegawai yang dilakukan mereka, Tidak Terdapat pengaruh Budaya Organisasi terhadap Kinerja Pegawai pada Konsumen Dispora Pasaman Barat, Budaya Organisasi Tidak mampu mempengaruhi variable Kompensasi terhadap Kinerja Pegawai, Budaya Organisasi Tidak mampu mempengaruhi variable Disiplin Kerja terhadap Kinerja Pegawai, Budaya Organisasi Tidak mampu mempengaruhi variable Motivasi Kerja terhadap Kinerja Pegawai. Akhirnya Penulis menyarankan kepada Perusahaan perlunya bagi Manajemen perusahaan untuk memberikan perhatian khusus terhadap peningkatan Kinerja Pegawai melalui variabel variabel yang telah diteliti.

Kata kunci : Kompensasi, Disiplin Kerja, Motivasi Kerja, Kinerja Pegawai, Budaya Organisasi

ABSTRACT

Arzu Khairani, 201011553105529, Department of Human Resources Management, The Influence of Compensation, Work Discipline and Work Motivation on Employee Performance with Organizational Culture as an Intervening Variable for Non Civil Servants at the West Pasaman Dispora Regional Office. Under the guidance of I mother Hilda Mary S.E, M.M. And Supervisor II Ibuk Desi Permata Sari, S.H, MM. This research aims to find out big facts. Discussion of the influence of compensation, work discipline and work motivation on employee performance with organizational culture as an intervening variable for non-civil servants at the West Pasaman Dispora Regional Office. The data analysis method is in the form of questionnaire data with a sample of 60 respondents. The data analysis method used is questionnaire data analysis. The research results obtained based on the partial test (T test) were obtained: There is no influence of Compensation on Organizational Culture for West Pasaman Dispora Consumers, There is an influence of Work Discipline on Organizational Culture for West Pasaman Dispora Consumers, There is no influence of Work Motivation on Organizational Culture for West Pasaman Dispora Consumers, There is no influence of Compensation on Employee Performance for Dispora Consumers West Pasaman., There is an influence of Work Discipline on Employee Performance among West Pasaman Dispora Consumers. There is an influence of Work Motivation on Employee Performance among West Pasaman Dispora Consumers. This indicates that the better the work motivation felt by West Pasaman Dispora consumers, the higher their employee performance. There is no influence of organizational culture on employee performance among West Pasaman Dispora consumers. Organizational culture is unable to influence compensation variables on performance. Employees, Organizational Culture Not able to influence the Work Discipline variable on Employee Performance, Organizational Culture Not able to influence the Work Motivation variable on Employee Performance. Finally, the author suggests to companies the need for company management to pay special attention to improving employee performance through the variables that have been studied.

Keywords: Compensation, Work Discipline, Work Motivation, Employee Performance, Organizational Culture