

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Budaya Organisasi dan Pelatihan terhadap Kinerja Pegawai dengan Motivasi Kerja Sebagai Variabel Intervening Pada Kantor Camat Lubuk Sikarah Kota Solok , dibawah bimbingan Bapak Dr.Dori Mittra Candana,SE.M.M dan Ibuk Selvi Zola Fenia,S,Psi.M.M Penelitian ini merupakan penelitian kuantitatif. Metode pengumpulan data melalui kuisioner, dengan sampel 60 responden Pada Kantor Camat Lubuk Sikarah Kota Solok. Metode analisis yang digunakan adalah *path analysis*, analisis *partial least squares* (PLS), *outer model*, *inner model* dan uji hipotesis. Pengolahan data dalam penelitian ini menggunakan program *software* SmartPLS 3.0.Hasil penelitian dapat disimpulkan bahwa Budaya Organisasi berpengaruh positif dan signifikan terhadap Motivasi Kerja, Pelatihan berpengaruh positif dan signifikan terhadap Motivasi Kerja, Budaya Organisasi berpengaruh Positif dan signifikan terhadap kinerja karyawan, Pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan,Motivasi kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan, dan Budaya Organisasi mampu memediasi Pelatihan dan Kinerja Pegawai dengan Motivasi Kerja Sebagai Variabel Intervening,terhadap kinerja karyawan pada Kantor Camat Lubuk Sikarah Kota

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

ABSTRACT

This research aims to determine the effect of Organizational Culture and Training on Employee Performance with Work Motivation as an Intervening Variable at the Lubuk Sikarah District Office in Solok City, under the supervision of Dr. Dori Mittra Candana, SE, M.M., and Mrs. Selvi Zola Fenia, S.Psi, M.M. This is a quantitative study. Data collection was carried out through questionnaires, with a sample of 60 respondents at the Lubuk Sikarah District Office in Solok City. The analysis methods used are path analysis, partial least squares (PLS), outer model, inner model, and hypothesis testing. Data processing in this study was done using the SmartPLS 3.0 software. The research results can be concluded as follows: Organizational Culture has a positive and significant effect on Work Motivation; Training has a positive and significant effect on Work Motivation; Organizational Culture has a positive and significant effect on Employee Performance; Training has a positive and significant effect on Employee Performance; Work Motivation has a positive but insignificant effect on Employee Performance; and Organizational Culture can mediate the relationship between Training and Employee Performance with Work Motivation as the intervening variable at the Lubuk Sikarah District Office in Solok City.

Keywords: Organizational Culture, Training, Employee Performance, and Work Motivation