

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar pengaruh Budaya Organisasi, Self Efficacy terhadap Motivasi Kerja, dan seberapa besar pengaruh Budaya Organisasi, Self Efficacy dan Motivasi Kerja terhadap Kepuasan Kerja pada PT. Perkebunan Nusantara VI unit Solok Selatan, Jambi. Metode analisis data menggunakan kuesioner, dengan sampel 80 responden. Metode analisis data yang digunakan adalah analisis jalur.

Berdasarkan hasil penelitian menunjukkan bahwa Budaya Organisasi, Self Efficacy berpengaruh positif dan signifikan terhadap Motivasi Kerja, dan Budaya Organisasi, Self Efficacy dan Motivasi Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja dan Motivasi Kerja memediasi Budaya Organisasi terhadap Kepuasan Kerja, dan Motivasi Kerja memediasi Self Efficacy terhadap Kepuasan Kerja. Kontribusi variabel Budaya Organisasi, Self Efficacy dan Motivasi Kerja berpengaruh sebesar 69,7% sedangkan sisanya sebesar 30,3% dipengaruhi oleh variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan dan mempertahankan Budaya Organisasi, Self Efficacy, Motivasi Kerja dan Budaya Organisasi pada PT. Perkebunan Nusantara VI unit Solok Selatan, Jambi melalui masing-masing indikator.

Kata Kunci: Budaya Organisasi, Self Efficacy, Motivasi Kerja dan Kepuasan Kerja.

ABSTRACT

The purpose of this study was to determine how much influence Organizational Culture, Self Efficacy has on Work Motivation, and how much influence is Organizational Culture, Self Efficacy and Work Motivation on Job Satisfaction at PT. Perkebunan Nusantara VI unit of South Solok, Jambi. Methods of data analysis using a questionnaire, with a sample of 80 respondents. The data analysis method used is path analysis.

Based on the results of the study, it shows that Organizational Culture, Self Efficacy has a positive and significant effect on Work Motivation, and Organizational Culture, Self Efficacy and Work Motivation have a positive and significant effect on Job Satisfaction and Work Motivation mediates Organizational Culture on Job Satisfaction, and Work Motivation mediates Self Efficacy. on Job Satisfaction. The variable contribution of Organizational Culture, Self Efficacy and Work Motivation has an effect of 69.7% while the remaining 30.3% is influenced by other variables outside of this study.

Based on the results of this study, it is hoped that the Company Management can improve and maintain Organizational Culture, Self Efficacy, Work Motivation and Organizational Culture at PT. Perkebunan Nusantara VI unit Solok Selatan, Jambi through each indicator.

Keywords: Organizational Culture, Self Efficacy, Work Motivation and Job Satisfaction.