

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Budaya Organisasi, Motivasi Kerja Dan Prilaku Kerja Inovatif Terhadap Kinerja Karyawan Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada PT. Sumbar Andalas Kencana Padang Laweh Kabupaten Dharmasraya. Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 60 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur menggunakan SPSS.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Budaya Organisasi dan Motivasi Kerja berpengaruh signifikan terhadap Komitmen Organisasi. Kemudian Budaya Organisasi, Motivasi Kerja dan Komitmen Organisasi berpengaruh signifikan terhadap Kinerja Karyawan. Terdapat pengaruh yang tidak signifikan antara Dukungan Organisasi terhadap Kinerja Karyawan. Perilaku Kerja Inovatif berpengaruh tidak signifikan terhadap Komitmen Organisasi dan Kinerja Karyawan. Pengaruh langsung Budaya Organisasi terhadap Kinerja Karyawan lebih besar daripada pengaruh tidak langsung Budaya Organisasi terhadap Kinerja Karyawan melalui Komitmen Organisasi. Pengaruh langsung Motivasi Kerja terhadap Kinerja Karyawan lebih besar daripada pengaruh tidak langsung Motivasi Kerja terhadap Kinerja Karyawan melalui Komitmen Organisasi. Pengaruh langsung Perilaku Kerja Inovatif terhadap Kinerja Karyawan lebih besar daripada pengaruh tidak langsung Perilaku Kerja Inovatif terhadap Kinerja Karyawan melalui Komitmen Organisasi.

Kontribusi sumbangan variabel *independen* Budaya Organisasi, Motivasi Kerja dan Perilaku Kerja Inovatif terhadap variabel *dependen* Komitmen Organisasi adalah sebesar 82,8%. Sedangkan sisanya adalah sebesar 17,2% dipengaruhi oleh variabel lain di luar penelitian ini. Kontribusi sumbangan variabel *independen* Budaya Organisasi, Motivasi Kerja, Perilaku Kerja Inovatif dan Komitmen Organisasi terhadap variabel *dependen* Kinerja Karyawan adalah sebesar 81,6%. Sedangkan sisanya adalah sebesar 18,4% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : Budaya Organisasi, Motivasi Kerja, Perilaku Kerja Inovatif, Komitmen Organisasi dan Kinerja Karyawan

ABSTRACT

This study aims to examine how big the influence of organizational culture, work motivation and innovative work behavior on employee performance with organizational commitment as an intervening variable at PT. West Sumatra Andalas Kencana Padang Laweh, Dharmasraya Regency. The method of collecting data is through surveys and distributing questionnaires, with a sample of 60 respondents. The analytical method used is multiple linear regression analysis and path analysis using SPSS.

The results obtained based on the Partial Test (t test) obtained Organizational Culture and Work Motivation have a significant effect on Organizational Commitment. Then Organizational Culture, Motivation and Organizational Commitment have a significant effect on Employee Performance. There is no significant effect between Organizational Support on Employee Performance. Innovative Work Behavior has no significant effect on Organizational Commitment and Employee Performance. The direct influence of Organizational Culture on Employee Performance is greater than the indirect effect of Organizational Culture on Employee Performance through Organizational Commitment. The direct effect of work motivation on employee performance is greater than the indirect effect of work motivation on employee performance through organizational commitment. The direct effect of Innovative Work Behavior on Employee Performance is greater than the indirect effect of Innovative Work Behavior on Employee Performance through Organizational Commitment.

The contribution of the independent variables of Organizational Culture, Work Motivation and Innovative Work Behavior to the dependent variable of Organizational Commitment is 82.8%. While the remaining 17.2% is influenced by other variables outside of this study. The independent variable contribution of Organizational Culture, Work Motivation, Innovative Work Behavior and Organizational Commitment to the dependent variable of Employee Performance is 81.6%. While the remaining 18.4% is influenced by other variables outside of this study.

Keywords: Organizational Culture, Work Motivation, Innovative Work Behavior, Organizational Commitment and Employee Performance

KATA PENGANTAR

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ