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ABSTRAK

Annisa Islami, No.BP 17101155310164, Manajemen Fakultas Ekonomi dan Bisnis (2021), Pengaruh Budaya Organisasi Dan Kompensasi Terhadap Kinerja Karyawan Dengan Komitmen Organisasional Sebagai Variabel Intervening Pada PT.PLN (PERSERO) UPT PADANG, dibawah bimbingan Bapak Dr.Jhon Very, S.Kom., MM., M.Kom dan Bapak Rio Andika Putra, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Budaya Organisasi Dan Kompensasi secara bersama-sama (simultan) dan parsial terhadap Kinerja Karyawan dengan Komitmen Organisasional sebagai Variabel Intervening. Metode pengumpulan data melalui Survey dan Kuesioner. Metode analisis yang digunakan adalah Uji Validitas dan Reabilitas, Uji Normalitas, Uji Multikolinieritas, Uji Heteroskedastisitas, Analisis Linear Berganda, Koefisien Determinasi, untuk Uji Hipotesis digunakan Uji f dan Uji t pada Path Analysis. Sampel perusahaan ini berjumlah 65 responden.

Berdasarkan penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh (a) Budaya Organisasi berpengaruh signifikan terhadap Komitmen Organisasional. (b) Kompensasi berpengaruh signifikan terhadap Komitmen Organisasional. (c) Budaya Organisasi Tidak berpengaruh signifikan terhadap Kinerja Karyawan. (d) Kompensasi berpengaruh signifikan terhadap Kinerja Karyawan. (e) Komitmen Organisasional berpengaruh signifikan terhadap Kinerja Karyawan.

Kata kunci : *Budaya Organisasi, Kompensasi, Kinerja Karyawan, dan Komitmen Organisasional.*

ABSTRACT

Annisa islami, No. BP 17101155310164, Management Faculty of Economics and Business (2021), The Influence of Organizational Culture and Compensation on Employee Performance With Organizational Commitment as an Intervening Variable at PT. PLN (PERSERO) UPT PADANG, under the guidance of Mr.Dr. Jhon Very, S.Kom., MM., M. Kom and Mr. Rio Andika Putra, SE, MM.

This study aims to determine how much influence Organizational Culture and Compensation together (simultaneously) and partially on Employee Performance with Organizational Commitment as an Intervening Variable. The method of collecting data is through surveys and questionnaires. The analytical methods used are Validity and Reliability Test, Normality Test, Multicollinearity Test, Heteroscedasticity Test, Multiple Linear Analysis, Coefficient of Determination, for Hypothesis Testing used f-test and t-test on Path Analysis. The sample of this company amounted to 65 respondents.

Based on the research that was obtained based on the Partial Test (t test) it was obtained (a) Organizational Culture had a significant effect on Organizational Commitment. (b) Compensation has a significant effect on Organizational Commitment. (c) Organizational Culture has no significant effect on Employee Performance. (d) Compensation has a significant effect on employee performance. (e) Organizational Commitment has a significant effect on Employee Performance.

Keywords: Organizational Culture, Compensation, Employee Performance, and

Organizational Commitment.