

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh Budaya Organisasi dan Kompensasi terhadap Kinerja Pegawai melalui Motivasi Kerja sebagai Variabel Intevening pada Dinas Lingkungan Hidup Kota Bukittinggi. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan sampel 154 responden dengan menggunakan metode teknik Sampel Jenuh. Metode analisis yang digunakan adalah Analisis regresi linear berganda dan analisis jalur menggunakan SPSS 22.

Hasil analisis data menyimpulkan, (1) Terdapat pengaruh positif yang signifikan Budaya Organisasi terhadap Motivasi Kerja, (2) Terdapat pengaruh positif yang signifikan Kompensasi terhadap Motivasi Kerja, (3) Terdapat pengaruh positif dan tidak signifikan Budaya Organisasi terhadap Kinerja Pegawai, (4) Terdapat pengaruh positif yang signifikan Kompensasi terhadap Kinerja Pegawai, (5) Terdapat pengaruh positif yang signifikan Motivasi Kerja terhadap Kinerja Pegawai, (6) Motivasi Kerja memediasi hubungan antara Budaya Organisasi terhadap Kinerja Pegawai, (7) Motivasi Kerja tidak memediasi hubungan antara Kompensasi terhadap Kinerja Pegawai.

Kata Kunci : Budaya Organisasi, Kompensasi, Motivasi Kerja dan Kinerja Pegawai

ABSTRACT

This study aims to examine how much influence Organizational Culture and Compensation on Employee Performance through Work Motivation as an Intervening Variable at the Bukittinggi Enviromental Service. The method of collecting data is through surveys and disrributing questionnaires, with a sampe of 154 respondents using the Saturated Sample technique method. The analytical method Used is multiple linear regression and path analysis using SPSS 22.

The result of data analysis concluded, (1) There was a significant positive influence of Organizational Culture on Work Motivation, (2) There was a significant positive effect of Compensation on Work Motivation, (3) There was a positive and significant effect of Organizational Culture on Employee Performance, (4) There is a significant positive effect of Compensation on Employee Performance, (5) There is a significant positive effect of Work Motivation on Employee Performance, (6) Work Motivation mediates the relationship between Organizational Culture on Employee Performance, (7) Work Motivation does not mediat the relationship between Compensation and Employee Performance.

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