

ABSTRACT

This study aims to determine how much influence the organizational culture, competence, interpersonal communication, together and partially on motivation. The research variables are organizational culture (X1), competence (X2), interpersonal communication (X3), and motivation (Y). The method of collecting data through surveys and distributing questionnaires. The sample of this research was 93 respondents who were employees of the BKPSDM Solok. The analytical method used is the validity and reliability test, multiple regression analysis, to test the hypothesis used is the t test and F test.

From the regression analysis results obtained by the equation $Y = 10.396 + 0.415 X1 + 0.100 X2 + 0.240 X3 + e$, then based on the partial test (t test) obtained that organizational culture, competence and interpersonal communication partially affect motivation.

Keywords: Organizational Culture, Competence, Interpersonal Communication, and Motivation

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Budaya organisasi, Kompetensi, Komunikasi interpersonal, secara bersama-sama dan parsial terhadap motivasi. Variabel penelitian yaitu budaya organisasi (X_1), kompetensi (X_2), komunikasi interpersonal (X_3), dan motivasi (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner. Sampel penelitian ini yaitu 93 responden yang merupakan pegawai BKPSDM Kabupaten Solok. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Dari hasil analisis regresi didapat persamaan $Y = 10,396 + 0,415 X_1 + 0,100 X_2 + 0,240 X_3 + e$, maka berdasarkan uji parsial (Uji t) diperoleh bahwa budaya organisasi, kompetensi dan komunikasi interpersonal secara parsial berpengaruh terhadap motivasi.

Kata Kunci : Budaya organisasi, Kompetensi, Komunikasi interpersonal, dan Motivasi