

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Budaya Organisasi Dan Disiplin Kerja Terhadap Kinerja Dosen Universitas Dharmas Indonesia Dengan Motivasi Kerja Sebagai Variabel Mediasi. Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 82 responden. Metode analisis yang digunakan adalah analisis jalur menggunakan SPSS.

Hasil penelitian didapatkan Budaya Organisasi berpengaruh positif dan signifikan terhadap Motivasi Kerja. Disiplin Kerja berpengaruh positif dan signifikan terhadap Motivasi Kerja. Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Dosen. Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Dosen. Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Dosen. Motivasi Kerja tidak memediasi pengaruh Budaya Organisasi terhadap Kinerja Dosen. Motivasi Kerja tidak memediasi pengaruh Disiplin Kerja terhadap Kinerja Dosen.

Kata Kunci : Budaya Organisasi, Disiplin kerja, Motivasi Kerja dan Kinerja Dosen

ABSTRACT

This study aims to examine the influence of organizational culture and work discipline on the lecturers' performance at Universitas Dharmas Indonesia, employing work motivation as a mediating variable. The research's method of collecting data was surveys and questionnaires, with a sample of 82 respondents. The analytical method was path analysis, using SPSS.

The results show that organizational culture has a positive and significant effect toward work motivation. Work Discipline has a positive and significant effect on work motivation. Organizational Culture has a positive and significant effect on Lecturers' Performance. Work Discipline has a positive and significant effect on Lecturers' Performance. Work Motivation has a positive and significant effect on Lecturer Performance. Work Motivation does not mediate the influence of Organizational Culture on Lecturers' Performance. Work Motivation does not mediate the effect of Work Discipline on Lecturers' Performance.

Keyword: Organizational Culture, Work Discipline, Work Motivation and Lecturers' Performance