

**PENGARUH BUDAYA ORGANISASI DAN *HUMAN RELATION*
TERHADAP KINERJA KARYAWAN PADA BPJS
KETENAGAKERJAAN KANTOR CABANG YOGYAKARTA**

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh: (1) Budaya organisasi terhadap kinerja karyawan BPJS Ketenagakerjaan Kantor Cabang Yogyakarta, (2) *Human relation* terhadap kinerja karyawan BPJS Ketenagakerjaan Kantor Cabang Yogyakarta, (3) Budaya Organisasi dan *Human Relation* terhadap Kinerja Karyawan BPJS Ketenagakerjaan Kantor Cabang Yogyakarta. Penelitian ini menggunakan data primer yang diperoleh dengan menyebarkan kuesioner kepada karyawan BPJS Ketenagakerjaan Kantor Cabang Yogyakarta disertai wawancara dan observasi. Sampel dalam penelitian ini adalah seluruh karyawan yang berjumlah 40 orang. Teknik pengambilan sampel menggunakan metode sampel jenuh atau total populasi. Metode pengumpulan data menggunakan kuesioner sedangkan analisis data yang dilakukan menggunakan analisis regresi linear berganda. Data dikumpulkan dengan kuesioner yang telah diuji validitas (CFA) dan reliabilitasnya (*Cronbach Alpha*). Analisis linear berganda digunakan untuk uji hipotesis penelitian ini. Hasil penelitian ini menunjukkan bahwa: (1) Budaya organisasi memiliki pengaruh positif dan signifikan terhadap kinerja karyawan, diperoleh nilai $T_{hitung} X_1$ Budaya Organisasi sebesar $2,461 > T_{tabel} 2,026$. (2) *Human Relation* memiliki pengaruh positif dan signifikan terhadap kinerja karyawan, diperoleh nilai $T_{hitung} X_2$ *Human Relation* sebesar $2,788 > T_{tabel} 2,026$. (3) Budaya Organisasi dan *Human Relation* memiliki pengaruh positif dan signifikan Terhadap Kinerja Karyawan dengan F_{hitung} sebesar 4,351 Karena $F_{hitung} > 4$ dan $F_{tabel} (3,250) < F_{hitung} (4,351)$. Nilai varian *R square* = 0,190 atau 19.0%, dimana perubahan variabel kinerja karyawan dapat dijelaskan oleh variabel budaya organisasi dan *human relation*, sedangkan sisanya dijelaskan oleh variabel lain diluar penelitian ini.

Kata Kunci : *Budaya Organisasi, Human Relation, Kinerja Karyawan.*

**THE INFLUENCE OF ORGANIZATIONAL CULTURE AND HUMAN
RELATIONS ON EMPLOYEES PERFORMANCE IN BPJS
KETENAGAKERJAAN BRANCH OFFICE YOGYAKARTA**

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Abstract

The research aims to determine the effect of: (1) organizational culture on employee performance in BPJS Ketenagakerjaan Branch Office Yogyakarta, (2) human relations on employees performance of BPJS Ketenagakerjaan Branch Office Yogyakarta, and (3) organizational culture and human relations on employee performance in BPJS Ketenagakerjaan Branch Office Yogyakarta. The sampling technique used in this research was saturated, which means that all 40 workers become the samples of this research. This research uses primary data obtained from questionnaires (complete with interview and observations) distributed to workers of BPJS Ketenagakerjaan Branch Office Yogyakarta. The data validity (CFA) and reliability (Cronbach Alpha) have been tested while multiple linear regressions analysis was used to test hypothesis in this research. The result of data analysis showed three findings. Firstly, organizational culture has a positive and significant effect to the employee performance, obtaining significant value of calculated t (2,461) which is higher than t -table (2,026). Secondly, human relations has a positive and significant effect to employee performance, obtaining calculated t value of 2,788, which is higher than t -table value (2,026). Thirdly, organizational culture and human relations have a positive and significant effect to the employee performance, with F value (4.351) is greater than F table (3,250). The value of variant R square is 0.190 or 19.0%, which means that the employee performance change because of organizational culture and human relations variables, while the rest is due to other variables not investigated in this research.

Keywords: *Organizational Culture, Human Relations, Employee Performance.*