

PENGARUH BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI DINAS TENAGA KERJA KABUPATEN SLEMAN

Meliana Rahmawati

Abstrak

Tujuan penelitian ini adalah untuk mengetahui bagaimana pengaruh budaya organisasi terhadap kinerja pegawai Dinas Tenaga Kerja Kabupaten Sleman. Jenis penelitian ini adalah penelitian kuantitatif. Metode pengumpulan data penelitian yang digunakan yakni dengan kuesioner. Sampel yang digunakan adalah seluruh pegawai yaitu sebanyak 41 pegawai tanpa kepala pimpinan Dinas Tenaga Kerja Kabupaten Sleman. Pengujian statistik yang digunakan pada penelitian ini adalah uji validitas, uji reliabilitas, uji normalitas, uji linearitas, uji heteroskedastisitas, analisis regresi sederhana, uji t, analisis koefisien determinasi dan analisis rata-rata hitung. Hasil penelitian menunjukkan bahwa dari hasil uji t didapatkan nilai variabel budaya organisasi memiliki t_{hitung} sebesar 12,785 dan t_{tabel} sebesar 2,023, sehingga dapat dikatakan $t_{hitung} > t_{tabel}$ dan dapat disimpulkan bahwa dalam uji t pada penelitian ini terdapat pengaruh signifikan antara variabel budaya organisasi terhadap variabel kinerja pegawai Dinas Tenaga Kerja Kabupaten Sleman. Hal ini juga didukung dengan hasil nilai signifikansi sebesar $0,00 < 0,05$, sehingga dapat disimpulkan bahwa H_0 ditolak dan H_a diterima yang berarti bahwa ada pengaruh signifikan antara budaya organisasi terhadap kinerja pegawai Dinas Tenaga Kerja Kabupaten Sleman. Dari analisis koefisien determinasi diperoleh nilai *Adjusted R Square* sebesar 0,802 (80,2%). Dari hasil tersebut maka variabel budaya organisasi berpengaruh terhadap kinerja pegawai sebesar 80,2%, sedangkan sisanya sebesar 19,8% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci: *Budaya Organisasi, Kinerja Pegawai.*

THE EFFECT OF ORGANIZATIONAL CULTURE ON PERFORMANCE OF EMPLOYEES OF MANPOWER OFFICE OF THE SLEMAN REGENCY

Meliana Rahmawati

Abstract

The purpose of this study is to find out the influence of organizational culture on the performance of employees of Manpower Office of the Sleman Regency. The type of research used is quantitative research. The research data collection method used is by collecting data through a questionnaire. The sample used was all employees namely as many as 41 headless employees of the Sleman Regency Manpower Office. Tests of statistics used in this study are validity test, reliability test, normality test, linearity test, heteroscedasticity test, simple regression analysis, t test, coefficient of determination analysis and calculation of the average analysis. The results show that from the results of the t test the value of the organizational culture variable has t count of 12.785 and t table of 2.023, so it can be said $t \text{ count} > t \text{ table}$ and it can be concluded that in the t test in this study there is a significant influence between the variable organizational culture on the variable performance of employees Sleman Regency Manpower Office. This is also supported by the results of a significance value of 0,000 smaller than the probability of 0.05, so it can be concluded that H_0 is rejected and H_a is accepted, which means that there is a significant influence between organizational cultures on the performance of employees of the Sleman Regency Manpower Office. From the analysis of the coefficient of determination, the Adjusted R Square value is 0.802 or if the percentage is 80.2%. From these results, the variable organizational culture influences employee performance by 80.2%, while the remaining 19.8% is influenced by other variables that are not examined in this study. From the results of the analysis of the average count, it can be concluded that the level of organizational culture in the Sleman Regency Manpower Service as a whole obtained an average value of 3.21 or included in the agreed category, a average of 3.23 or included in the agree category.

Keywords: *Organizational Culture, Employee Performance*