

**PENGARUH MOTIVASI, DISIPLIN KERJA DAN BUDAYA
ORGANISASI TERHADAP KINERJA KARYAWAN BADAN PUSAT
STATISTIK KOTA YOGAKARTA**

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Abstrak

Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh motivasi terhadap kinerja karyawan badan pusat statistik kota yogyakarta (2) Pengaruh disiplin kerja terhadap kinerja karyawan badan pusat statistik kota yogyakarta Yogyakarta (3) Pengaruh motivasi, disiplin kerja dan budaya organisasi secara simultan terhadap kinerja karyawan badan pusat statistik kota yogyakarta. Penelitian ini merupakan penelitian kuantitatif dengan instrumen berupa kuesioner. Sampel dalam penelitian ini sebanyak 56 responden. Teknik pengambilan sampel dengan cara *purposeive sampling*. Uji validitas dilakukan dengan dengan cara membandingkan r hitung dengan r tabel, sedangkan uji reliabilitas menggunakan *Cronbach's Alpha*. Alat ukur terbukti valid dan reliabel untuk melakukan pengukuran. Analisis regresi linier berganda digunakan untuk menguji hipotesis penelitian ini. Hasil penelitian menemukan bahwa: (1) terdapat nilai probabilitas sebesar memiliki nilai t_{hitung} sebesar -0,043 dan nilai t_{tabel} sebesar 1,675, karena nilai t_{hitung} (-0,043) < t_{tabel} (1,675) maka secara parsial tidak terdapat pengaruh positif dan signifikan antara variabel motivasi kerja terhadap kinerja karyawan dan untuk variabel disiplin kerja memiliki nilai t_{hitung} (3,081) > t_{tabel} (1,675) maka secara parsial terdapat pengaruh positif signifikan antara variabel disiplin kerja terhadap kinerja karyawan kemudian untuk variabel budaya organisasi memiliki nilai t_{hitung} (0,259) < t_{tabel} (1,675) maka secara parsial tidak terdapat pengaruh positif signifikan antara variabel budaya organisasi terhadap kinerja karyawan. Berdasarkan hasil uji F dapat diketahui bahwa nilai sebesar F_{hitung} sebesar 3,791 dan F_{tabel} sebesar 4,03. Karena nilai F_{hitung} (31,791) > F_{tabel} (4,03) maka secara simultan terdapat pengaruh positif dan signifikan antara variabel motivasi kerja (X_1), disiplin kerja (X_2) dan budaya organisasi (X_3) terhadap variabel kinerja karyawan (Y). Jadi dapat disimpulkan bahwa motivasi, budaya organisasi dan disiplin kerja berpengaruh secara bersama-sama terhadap kinerja karyawan pada badan pusat statistik kota yogyakarta. oleh karena itu HRD/atasan Badan Pusat Statistik Kota Yogyakarta disarankan agar lebih memperhatikan karyawannya dalam melaksanakan tugasnya dengan baik dan menegur karyawan yang masih kurang disiplin dalam melaksanakan pekerjaannya.

Kata Kunci: *Motivasi, Disiplin Kerja, Budaya Organisasi, Kinerja Karyawan.*

**THE INFLUENCE OF MOTIVATION, WORK DISCIPLINE, AND
ORGANIZATIONAL CULTURE ON THE EMPLOYEES PERFORMANCE
IN CENTRAL STATISTICS AGENCY, YOGYAKARTA CITY**

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Abstract

This study aims to find out: (1) The effect of motivation on the performance of employees of the Yogyakarta City Statistics Agency (2) The effect of work discipline on the employees performance of the Yogyakarta City Statistics Agency (3) The effect of motivation, work discipline and organizational culture simultaneously on employee performance in the central statistics agency of the Yogyakarta city. This research is a quantitative study with an instrument in the form of a questionnaire. The sample in this study was 56 respondents. The sampling technique is purposive sampling. The validity test is done by comparing the r count with the r table, while the reliability test uses Cronbach Alpha. The measuring instrument is valid and reliable for measuring. Multiple linear regression analysis was used to test the hypothesis of this study. The results of the study found that: (1) there was a probability value of having t -count of -0.043 and t -table value of 1.675 , because t -count (-0.043) $<$ t -table (1.675), partially there was no positive and significant effect between work motivation variables on employee performance and for work discipline variables have t -count (3.081) $>$ t -table (1.675), partially there is a significant positive influence of work discipline variables on employee performance then for organizational culture variables have t -count (0.259) $<$ t -table (1.675) then partially there is no significant positive effect of organizational culture variables on employee performance. Based on the results of the F test it can be seen that the value of F is 3.791 and F -table is 4.03 . Because of the value of F -count (31.791) $>$ F -table (4.03), simultaneously there is a positive and significant influence of the variables of work motivation (X_1), work discipline (X_2) and organizational culture (X_3) on employee performance variables (Y). So it can be concluded that motivation, organizational culture, and work discipline jointly influence the performance of employees at the statistical center of the city of Yogyakarta. therefore HRD / supervisors of the Yogyakarta Central Statistics Agency are advised to pay more attention to their employees in carrying out their duties properly and admonish employees who are still lacking discipline in carrying out their work.

Keywords: *Motivation, Work Discipline, Organizational Culture, Employee Performance.*