

PENGARUH BUDAYA ORGANISASI DAN *TEAMWORK* TERHADAP KINERJA KARYAWAN BANK SYARIAH MANDIRI KCP GODEAN

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Abstrak

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh budaya organisasi terhadap kinerja karyawan Bank Syariah Mandiri KCP Godean, (2) pengaruh *teamwork* terhadap kinerja karyawan Bank Syariah Mandiri KCP Godean, (3) pengaruh budaya organisasi dan *teamwork* terhadap kinerja karyawan Bank Syariah Mandiri KCP Godean. Penelitian ini menggunakan analisis data kuantitatif. Metode pengambilan sampel adalah menggunakan teknik sampling jenuh/total populasi. Sampling jenuh adalah teknik pengambilan sampel dengan cara menggunakan seluruh populasi. Sampel dalam penelitian ini berjumlah 25 karyawan pada Bank Syariah Mandiri KCP Godean. Pengumpulan data menggunakan kuisioner. Metode analisis yang digunakan adalah analisis uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, uji regresi linier berganda, uji t, uji F, koefisien determinasi dan analisis data rata-rata hitung (*mean*). Berdasarkan hasil uji t dapat diketahui bahwa variabel budaya organisasi memiliki nilai $t_{hitung} 2.606 > t_{tabel} 2.074$, maka H_0 diterima maka secara parsial terdapat pengaruh signifikan antara budaya organisasi terhadap kinerja karyawan, sedangkan variabel *teamwork* memiliki nilai $t_{hitung} 2.701 > t_{tabel} 2.074$, maka H_0 diterima, maka secara parsial terdapat pengaruh signifikan antara *teamwork* terhadap kinerja karyawan. Berdasarkan hasil Uji F dapat diketahui hasil dari nilai F_{hitung} sebesar $6.786 > F_{tabel}$ sebesar 3.440, artinya H_0 diterima. Sedangkan berdasarkan koefisien determinasi dapat diketahui 38,2% kinerja karyawan dipengaruhi oleh budaya organisasi dan *teamwork* sedangkan 61,8% dipengaruhi oleh variabel lain di luar penelitian. Jadi disimpulkan bahwa budaya organisasi dan *teamwork* berpengaruh signifikan kepada kinerja karyawan pada Bank Syariah Mandiri KCP Godean. Saran penelitian ini adalah memperbaiki komunikasi pada *teamwork*, selain itu penelitian ini juga perlu memperbaiki stabilitas pada budaya organisasinya.

Kata Kunci : *Budaya Organisasi, Teamwork, Kinerja Karyawan*

**THE EFFECT OF CULTURAL ORGANIZATION AND TEAMWORK
TOWARD EMPLOYEE PERFORMANCE
AT MANDIRI SYARIAH BANK BRANCH OFFICE IN GODEAN**

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Abstract

This study aimed to determine: (1) the effect of cultural organization toward employee performance at Mandiri Syariah Bank Branch Office in Godean, (2) the effect of teamwork toward employee performance at Mandiri Syariah Bank Branch Office in Godean, (3) the effect of cultural organization and teamwork toward employee performance at Mandiri Syariah Bank Branch Office in Godean. This research was quantitative data analysis. The sampling method was total population sampling technique. Total population sampling was a sampling technique by taking the entire population as samples. The samples in this study were 25 employees at Mandiri Syariah Bank Branch Office in Godean. Data were collected through questionnaires. The analytical method used was the analysis of validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression test, t test, F test, coefficient of determination and analysis of the calculated average data (mean). Based on the results of the t test, it showed that the cultural organizational variable had a value of $2.606 > 2.074$ table, where H_a is accepted, partially there was a significant influence of organizational culture on employee performance, while the teamwork variable had a value of $2.701 > t$ table 2.074 , then H_a was accepted, then partially there was a significant influence of teamwork on employee performance. The results of the F Test indicated that the results of the Fcount value of $6,786 > F$ table of $3,440$. It meant that H_a was accepted. The coefficient of determination showed 38.2% of employee performance was influenced by organizational culture and teamwork while 61.8% was influenced by other variables outside of this research. Indeed, the cultural organization and teamwork had a significant effect on employee performance at Mandiri Syariah Bank Branch Office in Godean. The suggestion of this research was to improve communication on teamwork, besides this research also needs to improve the stability of its cultural organizational.

Keywords: *Organizational Culture, Teamwork, Employee Performance*