

PENGARUH BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI PT. BANK BRI KANTOR CABANG MLATI SLEMAN

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Abstrak

Tujuan penelitian ini adalah untuk mengetahui Pengaruh Budaya Organisasi terhadap Kinerja Pegawai PT. Bank BRI Kantor Cabang Mlati Sleman. Metode penelitian yang digunakan adalah metode kuantitatif, dimana variabel diukur dengan skala likert yang. Metode tes dilakukan dengan kuesioner. Penelitian dilakukan dengan menggunakan sampel sebanyak 45 orang yang diambil dari total populasi yaitu 45 orang. Pengolahan data menggunakan perangkat lunak SPSS versi 22. Adapun teknik analisis data dengan menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier sederhana, uji t, uji koefisien determinan, dan rata-rata hitung. Hasil penelitian menunjukkan bahwa secara persial variabel budaya organisasi berpengaruh positif dan signifikansi terhadap kinerja karyawan. Hasil uji Regresi Linier Sederhana $Y = 18.055 + 0,453X$ konstanta positif sebesar 18.055 artinya apabila tidak ada variabel budaya organisasi (X) maka kinerja pegawai (Y) tetap ada terhadap variabel nilai konstanta 18.055 menunjukkan pengaruh positif variabel independen terhadap variabel dependen. Pengujian dapat dilihat dari perhitungan yang telah dilakukan diperoleh nilai t_{hitung} 3.334 dengan signifikansi sebesar 0,002 lebih kecil 0,05, sehingga dapat menolak bahwa H_0 ditolak dan H_a diterima. Berdasarkan penelitian ini budaya organisasi berpengaruh terhadap kinerja pegawai pada PT. Bank BRI Kantor Cabang Mlati Sleman dan Value R Square sebesar 20,5%. Artinya variabel bebas yaitu budaya organisasi mempengaruhi variabel yang terdiri dari kinerja pegawai sebesar 20,5%. Sedangkan sisanya (100% - 20,5% = 79,5%), dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini. jadi dapat disimpulkan bahwa budaya berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci: *Budaya Organisasi, Kinerja Pegawai*

**THE INFLUENCE OF ORGANIZATIONAL CULTURE
ON EMPLOYEE PERFORMANCE OF PT. BANK BRI BRANCH OFFICE
MLATI SLEMAN**

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Abstract

The purpose of this study was to determine the influence of organizational culture on employee performance at PT. BRI Bank Mlati Sleman Branch Office. The research method used is a quantitative method, where the variables are measured by the Likert scale. The test method was carried out by means of a questionnaire. The study was conducted using a sample of 45 people taken from the total population of 45 people. Data processing used SPSS version 22 software. The data analysis techniques used validity test, reliability test, classical assumption test, simple linear regression analysis, t test, determinant coefficient test, and arithmetic mean. The results showed that partially the organizational culture variable had a positive and significant effect on employee performance. The simple linear regression test results $Y = 18,055 + 0,453X$, a positive constant of 18,055 means that if there is no organizational culture variable (X), the employee performance (Y) remains on the variable constant value 18,055, indicating the positive influence of the independent variable on the dependent variable. The test can be seen from the calculations that have been done, the tcount value is 3.334 with a significance of 0.002 smaller than 0.05, so it can reject that H_0 is rejected and H_a is accepted. Based on this research, organizational culture affects the performance of employees at PT. Bank BRI Mlati Sleman Branch and Value R Square of 20.5%. This means that the independent variable, namely organizational culture, affects the variables consisting of employee performance by 20.5%. While the rest ($100\% - 20.5\% = 79.5\%$), is influenced by other variables not examined in this study. So it can be concluded that culture has a positive and significant effect on employee performance.

Keywords: *Organizational Culture, Employee Performance*