

**PENGARUH BUDAYA ORGANISASI DAN MOTIVASI KERJA
TERHADAP KINERJA PEGAWAI PADA PUSAT PENGEMBANGAN
SUMBER DAYA MANUSIA KEMENDAGRI REGIONAL
YOGYAKARTA**

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi dan motivasi kerja terhadap kinerja pegawai Pusat Pengembangan SDM Kemendagri Regional Yogyakarta. Pendekatan yang digunakan dalam penelitian ini yaitu deskriptif kuantitatif dengan metode studi kasus. Teknik pengumpulan data yang digunakan adalah observasi, wawancara dan menyebarkan kuesioner kepada pegawai Pusat Pengembangan SDM Kemendagri Regional Yogyakarta sebanyak 53 orang. Kemudian dilakukan analisis terhadap data yang diperoleh dengan menggunakan analisis regresi linear berganda. Berdasarkan hasil uji t diketahui budaya organisasi memiliki nilai $t_{hitung} 2,863 > t_{tabel} 2,009$ berarti terdapat pengaruh signifikan variabel budaya organisasi kerja secara parsial terhadap kinerja pegawai. Sedangkan motivasi kerja memiliki $t_{hitung} 2,742 > t_{tabel} 2,009$ berarti terdapat pengaruh signifikan variabel motivasi kerja secara parsial terhadap kinerja pegawai. Sedangkan hasil uji F diketahui memiliki nilai $F_{hitung} 12,989 > F_{tabel} 3,18$ berarti terdapat pengaruh positif dan signifikan variabel budaya organisasi dan motivasi kerja secara simultan terhadap kinerja pegawai. Analisis koefisien determinasi *R Square* (R^2) adalah sebesar 0,342, artinya variabel kinerja dipengaruhi oleh variabel budaya organisasi dan motivasi kerja sebesar (34,2%) sedangkan sisanya (65,8%) dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci: *Budaya Organisasi, Motivasi, Kinerja Pegawai*

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**THE INFLUENCE OF ORGANIZATIONAL CULTURE AND WORK
MOTIVATION ON EMPLOYEE PERFORMANCE IN THE CENTER FOR
HUMAN RESOURCE DEVELOPMENT OF THE MINISTRY OF THE
REPUBLIC OF INDONESIA, YOGYAKARTA REGION**

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Abstract

*This study aims to determine the influence of organizational culture and work motivation on the performance of the employees of the Yogyakarta Regional Ministry of Home Affairs HR Development. The approach used in this research is descriptive quantitative with the case study method. Data collection techniques used were observation, interviews and questionnaires to 53 employees of the Yogyakarta Regional Ministry of Home Affairs HR Development. Then performed an analysis of the data obtained using multiple linear regression analysis. Based on the results of the *t* test, it is known that organizational culture has a value of $t_{count} 2.863 > t_{table} 2.009$, which means that there is a partially significant influence of work organizational culture on employee performance. While work motivation has a *t* count of $2.742 > t_{table} 2.009$, which means that there is a partially significant influence of work motivation on employee performance. While the results of the *F* test are known to have a value of $F_{count} 12,989 > F_{table} 3,18$, which means that there is a positive and significant influence of organizational culture variables and work motivation simultaneously on employee performance. Analysis of the coefficient of determination *R* Square (*R*²) is 0.342, meaning that the variable performance is influenced by the variable organizational culture and work motivation (34.2%) while the rest (65.8%) is influenced by other variables not examined in this study.*

Keywords: *Organizational Culture, Motivation, Employee Performance*