

**PENGARUH BUDAYA ORGANISASI DAN KEPUASAN KERJA
TERHADAP KINERJA PEGAWAI NEGERI SIPIL
PADA DINAS PERTANAHAN DAN TATA RUANG KABUPATEN
SLEMAN**

Itmamul Wafa

Abstrak

Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh budaya organisasi terhadap kinerja pegawai Dinas Pertanahan dan Tata Ruang, (2) Pengaruh kepuasan kerja terhadap kinerja pegawai Dinas Pertanahan dan Tata Ruang, (3) Pengaruh Budaya Organisasi dan Kepuasan kerja terhadap Kinerja Pegawai Dinas Pertanahan dan Tata Ruang. Pengambilan sampel yang dilakukan menggunakan teknik sampling jenuh, dengan jumlah responden sebanyak 43 pegawai. Pengumpulan data menggunakan kuesioner sedangkan analisis data dilakukan dengan menggunakan analisis regresi berganda. Berdasarkan hasil uji t diketahui budaya organisasi memiliki t_{hitung} sebesar 2,380 dan t_{tabel} sebesar 2.039 atau nilai signifikansi sebesar $0,024 < 0,05$. Artinya budaya organisasi berpengaruh signifikan positif terhadap kinerja pegawai. Untuk variabel kepuasan kerja memiliki t_{hitung} sebesar 5,235 dan t_{tabel} sebesar 2.039 atau nilai signifikansi sebesar $0,000 < 0,05$. Artinya kepuasan kerja berpengaruh signifikan positif terhadap kinerja pegawai. Hasil uji F (uji simultan) diketahui bahwa budaya organisasi dan kepuasan kerja menunjukkan angka sebesar $0,000 < 0,05$ artinya bahwa secara bersama-sama berpengaruh terhadap kinerja pegawai. Dari koefisien determinasi diketahui bahwa Adjusted R Square (R^2) Adalah sebesar 0,939 (93,9%) Hal tersebut berarti bahwa sebesar 93,9% variabel budaya organisasi dan kepuasan kerja mempengaruhi variabel kinerja, sedangkan sisanya 6,1% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini, seperti kepemimpinan, disiplin kerja dan lingkungan kerja.

Kata Kunci: *Budaya Organisasi, Kepuasan Kerja dan Kinerja Pegawai*

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**THE INFLUENCE OF ORGANIZATIONAL CULTURE AND JOB
SATISFACTION ON THE PERFORMANCE OF CIVIL SERVANTS
IN DEPARTMENT OF LAND AND SPATIAL OF SLEMAN DISTRICT**

Itmamul Wafa

Abstract

This study aims to determine: (1) The influence of organizational culture on the performance of the Office of Land and Spatial Planning employees, (2) The effect of job satisfaction on the performance of the Office of Land and Spatial Planning employees, (3) The effect of organizational culture and job satisfaction on the performance of the land service employees and Spatial Planning. Sampling was conducted using saturated sampling technique, with the number of respondents as many as 43 employees. Data collection used a questionnaire while data analysis was performed using multiple regression analysis. Based on the results of the t test, it is known that organizational culture has a t count of 2.380 and a t table of 2.039 or a significance value of $0.024 < 0.05$. This means that organizational culture has a significant positive effect on employee performance. The job satisfaction variable has a t count of 5.235 and a t table of 2.039 or a significance value of $0.000 < 0.05$. This means that job satisfaction has a significant positive effect on employee performance. The results of the F test (simultaneous test) show that organizational culture and job satisfaction show a number of $0.000 < 0.05$, which means that together it affects employee performance. From the coefficient of determination, it is known that the Adjusted R Square (R²) is 0.939 (93.9%) This means that 93.9% of organizational culture variables and job satisfaction variables affect the performance, while the remaining 6.1% is influenced by the variables. others that were not examined in this study, such as leadership, work discipline and work environment.

Keywords: *Organizational Culture, Job Satisfaction And Employee Performance*

