ABSTRAK

PENGARUH BUDAYA ORGANISASI, MOTIVASI, DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI DI KANTOR DINAS PERHUBUNGAN KABUPATEN SIKKA

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Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi, motivasi, dan disiplin kerja terhadap kinerja pegawai di kantor Dinas Perhubunga Kabupaten Sikka. Populasi dalam penelitian ini adalah semua pegawai di kantor Dinas Perhubungan Kabupaten Sikka. Jumlah sampel sebanyak 56 responden. Uji instrumen yang digunakan adalah uji validitas dan uji reliabilitas. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis deskriptif, uji asumsi klasik, regresi linear berganda dan uji hipotesis. Pengolahan data menggunakan *Sofware* SPSS *Statistics* 25.0. Hasil penelitian menunjukan bahwa 1) budaya organisasi, motivasi dan disiplin kerja secara simultan berpengaruh terhadap kinerja pegawai di kantor Dinas Perhubungan Kabupaten Sikka, 2) budaya organisasi secara parsial tidak berpengaruh terhadap kinerja pegawai di kantor Dinas Perhubungan Kabupaten Sikka, 3) motivasi secara parsial berpengaruh terhadap kinerja pegawai di kantor Dinas Perhubungan Kabupaten Sikka, 4) disiplin kerja secara parsial berpengaruh terhadap kinerja pegawai di kantor Dinas Perhubungan Kabupaten Sikka.

Kata kunci: budaya organisasi, motivasi, disiplin kerja, dan kinerja

ABSTRACT

THE INFLUENCE OF ORGANIZATIONAL CULTURE, MOTIVATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE TRANSPORTATION DEPARTMENT OFFICE OF SIKKA REGENCY

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This study aims to determine the influence of organizational culture, motivation, and work discipline on employee performance at the Transportation Department office of Sikka Regency. The population in this study were all employees at the Transportation Department office of Sikka Regency. The number of samples is 56 respondents. The test instruments used are validity and reliability tests. The data analysis techniques used in this study are descriptive statistical analysis, classical assumption tests, multiple linear regression and statistical hypothesis testing. Data processing using SPSS Statistics 25.0 Software. The results of the study showed that 1) organizational culture, motivation and work discipline simultaneously influence employee performance at the Transportation Department office of Sikka Regency, 2) organizational culture partially has no influence on employee performance at the Transportation Department office of Sikka Regency, 3) motivation partially influence the performance of employees at the Transportation Department office of Sikka Regency, 4) work discipline partially influence the performance of employees at the Transportation Department office of Sikka Regency.

Keywords: organizational culture, motivation, work discipline, and performance