

ABSTRACT

“The Effect of Work Motivation and Organizational Culture on the Employee Performance at PT. Indovision Branch Surabaya” Under the guidance of Drs. Ec. Mudji Kuswinarno, Msi and Helmi Buyung Aulia S, ST.,SE.,MMT

The aims of this study are; 1) To know the effect of work motivation on the employee performance of PT. Indovision Branch Surabaya; 2) To know the effect of organizational culture on the employee performance of PT. Indovision Branch Surabaya; 3) To know the simultaneous effect of work motivation and organizational culture on the employee performance of PT. Indovision Branch Surabaya.

Hypothesis of this study are; 1) Work motivation has an effect on the employee performance of PT. Indovision Branch Surabaya; 2) Organizational culture has an effect on the employee performance of PT. Indovision Branch Surabaya; 3) Work motivation and organizational culture influence on the employee performance of PT. Indovision Branch Surabaya simultaneously.

From the results of the study by using data regression test which is processed by SPSS 16.0 2014, it can be stated that partially, Work Motivation influences the performance with the test result show that the value of t_{test} is 5,597 with significance level of $0,000 < 0,05$ and the value of effect is 53,9% on the performance. The coefficient value of organizational culture variable shows that value of t_{count} is 6,076 with significance level of $0,000 < 0,05$ and the value of effect is 34,3% on the performance. The results of work motivation and organizational culture give the simultaneous effect with value of F_{count} is 60,421 with significance level of $0,000 < 0,05$ and the value of R^2 56,4%. It means that work motivation (X_1) and organizational culture (X_2) influence simultaneously to the employee performance.

Keywords: Work Motivation, Organizational Culture, Employee Performance

ABSTRAK

“Pengaruh Motivasi Kerja dan Budaya Organisasi Terhadap Kinerja Karyawan PT.Indovision Cabang Surabaya” Dibawah bimbingan Drs. Ec. Mudji Kuswinarno, Msi dan Helmi Buyung Aulia S, ST.,SE.,MMT

Tujuan dari penelitian ini adalah; 1) Untuk mengetahui pengaruh motivasi kerja terhadap kinerja karyawan PT.Indovision Cabang Surabaya; 2) Untuk mengetahui pengaruh Budaya organisasi terhadap kinerja karyawan PT. Indovision Cabang Surabaya; 3) Untuk mengetahui pengaruh motivasi dan budaya organisasi secara simultan terhadap kinerja karyawan PT. Indovision Cabang Surabaya

Hipotesis penelitian ini; 1) Motivasi kerja berpengaruh terhadap kinerja karyawan PT. Indovision Cabang Surabaya; 2) Budaya organisasi berpengaruh terhadap kinerja karyawan PT. Indovision Cabang Surabaya; 3) Motivasi dan budaya organisasi berpengaruh secara simultan terhadap kinerja karyawan PT. Indovision Cabang Surabaya.

. Dari hasil penelitian dengan cara uji regresi data yang diolah dengan menggunakan SPSS 16.0 2014, hasil uji regresi secara parsial Motivasi kerja berpengaruh terhadap kinerja dengan hasil perhitungan menunjukkan bahwa nilai t_{hitung} sebesar 5,597 dengan tingkat signifikansi sebesar $0,000 < 0,05$ dan nilai besar pengaruhnya 53,9% terhadap kinerja. Nilai koefisien variabel budaya organisasi diatas menunjukkan bahwa nilai t_{hitung} sebesar 6,076 dengan tingkat signifikan sebesar $0,000 < 0,05$ dan besar pengaruhnya 34,3% terhadap kinerja. Hasil motivasi kerja dan budaya organisasi secara simultan dengan nilai besarnya F_{hitung} sebesar 60,421 dengan tingkat signifikansi $0,000 < 0,05$ dan nilai R^2 56,4%. Artinya motivasi kerja (X_1) dan budaya organisasi (X_2), secara simultan berpengaruh terhadap kinerja karyawan.

Kata Kunci: Motivasi Kerja, Budaya Organisasi, Kinerja Karyawan