

## **ABSTRACT**

**Irlizamil Aqidatul Izzah, 190211100188. The Influence of Job Mutations and Organizational Culture with Implications for Work Motivation in Improving Employee Performance at The Sidoarjo District Regional Personnel Agency.**

The purpose of this research is to examine and analyze the influence of job mutations and organizational culture with implications for work motivations in improving employee performance at the Sidoarjo District Regional Personnel Agency. This study uses quantitative methods and using sampling techniques purposive sampling and analyzed using path analysis (Path analysis) with a total of 46 respondents who had experienced job mutations both internally and externally in Sidoarjo Regency Regional Civil Service Office.

The result of this research reveals that (1) Job mutations have a positive and significant effect on work motivation. (2) Organizational culture has a positive and significant effect on work motivation. (3) Job mutations have a positive and significant effect on employee performance. (4) organizational culture have a positive and significant effect on employee performance. (5) Work motivation has a positive and significant effect on Employee Performance. Simultaneously (1) Job mutations and organizational culture simultaneously have a positive and significant effect on work motivation. (2) Job mutations, organizational culture and work motivation simultaneously has a positive and significant effect on employee performance. And Path Analysis, (1) Indirectly, the Job mutations variable has a positive and significant effect on employee performance through Work Motivation as an intervening variable (2) Indirectly, Organizational culture variable has a positive and significant effect on Employee Performance through Work Motivation as an intervening variable.

**Keyword: Job Mutations, Organizational Culture, Work Motivation, Employee Performance**

## ABSTRAK

**Irlizamil Aqidatul Izzah, 190211100188. Pengaruh Penerapan Kebijakan Mutasi Kerja dan Budaya Organisasi serta Implikasinya terhadap Motivasi Kerja dalam Meningkatkan Kinerja Pegawai Kantor Badan Kepegawaian Daerah (BKD) Kabupaten Sidoarjo.**

Tujuan penelitian ini adalah untuk mengetahui pengaruh mutasi kerja dan budaya organisasi baik secara simultan maupun parsial terhadap motivasi kerja dan kinerja pegawai di kantor Badan Kepegawaian Daerah kabupaten Sidoarjo. Penelitian ini menggunakan metode kuantitatif dan teknik pengambilan sampel menggunakan *purposive sampling* dan dianalisis menggunakan analisis jalur (*Path Analysis*). Jumlah sampel dalam penelitian ini adalah 46 pegawai kantor Badan Kepegawaian Daerah kabupaten Sidoarjo yang pernah mengalami mutasi kerja baik secara internal maupun eksternal.

Kesimpulan penelitian studi ini adalah, Secara Parsial, (1) Mutasi Kerja berpengaruh positif dan signifikan terhadap Motivasi Kerja. (2) Budaya Organisasi berpengaruh positif dan signifikan terhadap Motivasi Kerja. (3) Mutasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. (4) Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai. (5) Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Secara Simultan, (1) Mutasi Kerja dan Budaya Organisasi secara simultan berpengaruh positif dan signifikan terhadap Motivasi Kerja. (2) Mutasi Kerja, Budaya Organisasi, dan Motivasi Kerja secara simultan berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Dan Analisis Jalur, (1) Secara tidak langsung, variabel Mutasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai melalui Motivasi Kerja sebagai variabel intervening (2) Secara tidak langsung, variabel Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai melalui Motivasi Kerja sebagai variabel intervening.

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