

ABSTRAK

Ahmad Amin, **Pengaruh Dukungan Keluarga dan Dukungan Organisasi terhadap Budaya Kerja dan Kinerja Karyawan pada PT. Bank Sulselbar Makassar** (dibimbing Edi Jusriadi dan Sitti Nurbaya)

Tujuan penelitian ini adalah untuk menguji dan menganalisis pengaruh dukungan keluarga dan dukungan organisasi terhadap budaya kerja dan kinerja karyawan, pengaruh budaya kerja terhadap kinerja karyawan, pengaruh dukungan keluarga melalui budaya kerja terhadap kinerja karyawan serta pengaruh dukungan organisasi melalui budaya kerja terhadap kinerja karyawan pada PT. Bank Sulselbar Makassar. Populasi adalah karyawan yang bekerja pada beberapa cabang PT. Bank Sulselbar sebanyak 167 orang, dengan menggunakan rumus sloving diperoleh sampel sebanyak 118 orang. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner, dengan teknik analisis data menggunakan analisis SEM PLS. Hasil penelitian menemukan bahwa dukungan keluarga berpengaruh positif dan signifikan terhadap budaya kerja, dukungan organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, budaya kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil uji sobel test bahwa budaya kerja dapat memediasi pengaruh dukungan keluarga dan dukungan organisasi terhadap kinerja karyawan pada beberapa cabang PT. Bank Sulselbar Makassar.

Kata kunci : dukungan keluarga, dukungan organisasi, budaya kerja dan kinerja karyawan



ABSTRACT

Ahmad Amin, Effect of Family Support and Organizational Support on Work Culture and Employee Performance at PT. Bank Sulselbar Makassar (supervised by Edi Jusriadi and Sitti Nurbaya)

The purpose of this study was to examine and analyze the effect of family support and organizational support on work culture and employee performance, the influence of work culture on employee performance, the effect of family support through work culture on employee performance and the influence of organizational support through work culture on employee performance at PT. Bank Sulselbar Makassar. The population is employees who work in several branches of PT. Bank Sulselbar as many as 167 people, using the sloving formula obtained a sample of 118 people. The data collection technique was carried out through the distribution of questionnaires, with the data analysis technique using SEM PLS analysis. The results of the study found that family support had a positive and significant effect on work culture, organizational support had a positive and significant effect on employee performance, and work culture had a positive and significant effect on employee performance. The results of the sobel test that work culture can mediate the effect of family support and organizational support on employee performance in several branches of PT. Bank Sulselbar Makassar.

Keywords: family support, organizational support, work culture and employee performance

