ABSTRACT

Muh. Kasmin. 2018. The Influence of Motivation, Work Discipline and Organizational Culture on Employees' Performance of PT Pertamina (Persero) Marketing Operation Region VII, supervised by M. Rusydi Rahman and Andi Mappatompo.

This study aimed to analyze the influence of motivation on and organizational culture on employees' performance and the dominant variable that affected employees' performance of PT Pertamina (Persero) Marketing Operation Region VII.

This research used quantitative research. Population in this research were 359 persons as the employees of PT Pertamina (Persero) Marketing Operation Region VII. Sample in this research were 78 people with sampling technique based on slovin formula. Data were analyzed by using linear regression analysis.

The result of the research shown that the coefficient of motivation influence on employees' performance was 0.014 with $t_{count} < t_{table}$ 0,093 < 1.99) or p_{value} = 0,926 > 0,05 which means that motivation had positive influence unsignificant to employees' performance; coefficient of influence of work discipline on employees' performance equal to 0.344 with $t_{count} > t_{table}$ (2,704 > 1,99) or p_{value} = 0.009 < 0.05 which means that work discipline had positive and significant influence to employees' performance; coefficient of influence of organizational culture on employees' performance equal to 0,596 with $t_{count} > t_{table}$ (4,028 > 1.99) or p_{value} = 0,000 < 0,05 which means that organizational culture had positive and significant influence to employees' performance; and the most dominant variable affected employees' performance on PT Pertamina (Persero) was the organizational culture with the highest beta value that equal to 0.482.

Keywords: Motivation, Work Discipline, Organizational Culture, Employees' Performance

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ABSTRAK

Muh. Kasmin, 2018. Pengaruh Motivasi, Disiplin Kerja dan Budaya Organisasi terhadap Kinerja Karyawan PT Pertamina (Persero) Marketing Operation Region VII dibimbing oleh M. Rusydi Rahman dan Andi Mappatompo.

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi terhadap kinerja karyawan, disiplin kerja terhadap kinerja karyawan, budaya organisasi terhadap kinerja karyawan dan variabel dominan berpengaruh terhadap kinerja karyawan PT Pertamina (Persero) Marketing Operatian Region VII.

Penelitian ini menggunakan penelitian kuantitatif. Populasi dalam penelitian ini adalah karyawan PT Pertamina (Persero) Marketing Operation Region VII sebanyak 359 orang. Sampel dalam penelitian ini sebanyak 78 orang dengan teknik pengambilan sampel berdasarkan rumus slovin. Data dianalisis dengan menggunakan analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa koefisien pengaruh motivasi terhadap kinerja karyawan sebesar 0,014 dengan nilai $t_{hitung} < t_{tabel}$ (0,093 < 1.99) atau nilai p_{value} = 0,926 > 0,05 yang berarti bahwa motivasi mempunyai pengaruh positif tidak signifikan terhadap kinerja karyawan; koefisien pengaruh disiplin kerja terhadap kinerja karyawan sebesar 0,344 dengan nilai $t_{hitung} > t_{tabel}$ (2,704 > 1,99) atau nilai p_{value} = 0,009 < 0,05 yang berarti bahwa disiplin kerja mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan; koefisien pengaruh budaya organisasi terhadap kinerja karyawan sebesar 0,596 dengan nilai $t_{hitung} > t_{tabel}$ (4,028 > 1.99) atau nilai p_{value} = 0,000 < 0,05 yang berarti bahwa budaya organisasi mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan; dan variabel paling dominan berpengaruh terhadap kinerja karyawan pada PT Pertamina (Persero) adalah budaya organisasi dengan nilai beta yang paling tinggi, yaitu sebesar 0,482.

Kata Kunci: Motivasi, Disiplin Kerja, Budaya Organisasi, Kinerja Karyawan