

ABSTRACT

THE EFFECT OF ORGANIZATIONAL CULTURE AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE

*(Research on Non-Echelon III Employees of Human Resource Development and
Civil Agency Tasikmalaya)*

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Guide I : Asep Budiman

Guide II : Dian Kurniawan

The objective of this research was to determine the extent of the influence of organizational culture and work discipline on employee performance research subject as Non-Echelon III Employees of Human Resource Development and Civil Agency Tasikmalaya. The research method used was the survey method, while the sampling technique used the saturated sample method where all parts of the population were sampled with a total sample of 48 respondents. The data collection technique used for primary data was carried out through questionnaires and interviews, secondary data was obtained from literature reviews and others relevants parties. The analysis tool used multiple linear regression analysis. The results of the study showed that organizational culture had a positive effect on employee performance, and work discipline had a positive effect on employee performance. Organizational culture and work discipline had an effect on employee performance.

Keyword: organizational culture, work discipline, employee performances.

ABSTRAK

PENGARUH BUDAYA ORGANISASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI

(Penelitian terhadap Pegawai Non-Eselon III Badan Kepegawaian dan
Pengembangan Sumber Daya Manusia Kota Tasikmalaya)

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Tujuan dari penelitian ini untuk mengetahui besarnya pengaruh budaya organisasi dan disiplin kerja terhadap kinerja pegawai subjek penelitian pegawai Non-Eselon III Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Kota Tasikmalaya. Metode penelitian yang digunakan adalah metode survey, sedangkan teknik penarikan sampel menggunakan metode sampel jenuh dimana semua bagian populasi dijadikan sampel dengan jumlah sampel penelitian 48 responden. Teknik pengumpulan data yang digunakan untuk data primer dilakukan melalui kuesioner dan wawancara, data sekunder diperoleh dari kajian pustaka dan pihak lain yang relevan. Alat analisis menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa budaya organisasi memiliki pengaruh positif terhadap kinerja pegawai, dan disiplin kerja memiliki pengaruh positif terhadap kinerja pegawai. Budaya organisasi dan disiplin kerja memiliki pengaruh terhadap kinerja pegawai.

Kata kunci: budaya organisasi, disiplin kerja, kinerja pegawai