

ABSTRACT

THE INFLUENCE OF ORGANIZATIONAL CULTURE AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES AT THE CENTRAL BUREAU OF STATISTICS (BPS) THE CITY PEKANBARU

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The purpose of this study was to determine the effect of organizational culture and organizational commitment on the performance of employees at the Pekanbaru Central Statistics Agency (BPS). Population and research sample of all employees of the statistical center body with a sample size of 33 people. Data collection techniques are carried out by distributing questionnaires and interviews. The types and sources of data used are primary and secondary data. Data analysis is carried out qualitatively and quantitatively. The influence of independent variable (X) on the dependent (Y) variable is tested through the program spss version 20.0 through multiple regression equations and partial test (t test) and simultaneous (f test). The results showed that partially only organizational culture had a significant influence on employee performance, while organizational commitment did not have a significant effect on employee performance. Simultaneously the two independent variables of organizational culture and organizational commitment have a significant effect on employee performance. The magnitude of the contribution of organizational culture and organizational commitment to employee performance is 81.3%.

Keywords: *Organizational Culture, Organizational Commitment, Employee Performance.*

ABSTRAK

PENGARUH BUDAYA ORGANISASI DAN KOMITMEN ORGANISASIONAL TERHADAP KINERJA KARYAWAN PADA BADAN PUSAT STATISTIK (BPS) KOTA PEKANBARU

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Tujuan penelitian ini adalah untuk mengetahui pengaruh budaya organisasi dan komitmen organisasional terhadap kinerja karyawan pada Badan Pusat Statistik (BPS) Kota Pekanbaru. Populasi dan sampel penelitian seluruh karyawan badan pusat statistik dengan besar sampel sebanyak 33 orang. Teknik pengumpulan data dilakukan dengan penyebaran kuesioner dan interview. Jenis dan sumber data yang digunakan adalah data primer dan sekunder. Analisis data dilakukan secara kualitatif dan kuantitatif. Pengaruh variabel independen (X) terhadap variabel dependen (Y) diuji melalui program spss versi 20.0 melalui persamaan regresi berganda serta uji secara parsial (uji t) dan simultan (uji f). Hasil penelitian menunjukkan bahwa secara parsial hanya budaya organisasi yang memiliki pengaruh signifikan terhadap kinerja karyawan, sedangkan komitmen organisasional tidak berpengaruh signifikan terhadap kinerja karyawan. Secara simultan kedua variabel independen budaya organisasi dan komitmen organisasional berpengaruh signifikan terhadap kinerja karyawan. Adapun besarnya kontribusi budaya organisasi dan komitmen organisasional terhadap kinerja karyawan adalah sebesar 81.3%.

Kata Kunci: Budaya Organisasi, Komitmen Organisasional, Kinerja Karyawan.