

***EFFECT OF ORGANIZATION CULTURE AND MOTIVATION OF WORK
TO JOB PERFORMANCE PT. KRAKATAU STEEL***

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ABSTRACT

The objective of this research is to find out the effectiveness/relationship of organization culture and work motivation on Employee Performance simultaneous PT. Krakatau Steel. The method of this research is quantitative method by using survey explanatory method and the techniques of sampling is Proportionate stratified random sampling. Analysis of data using multiple linear regression analysis.

The result of this research indicates that organizational culture and motivation have a significant effect on the performance of PT Krakatau Steel employees either partially or simultaneously. From the result it can be concluded that organization culture, motivation of work, and the performance have good category. This means that PT Krakatau Steel has a strong organizational culture and work motivation and performance are included in the high category.

Key words : Organization Culture, motivation of work, Job Performance.

PENGARUH BUDAYA ORGANISASI DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PT. KRAKATAU STEEL

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Budaya Organisasi dan Motivasi Kerja secara simultan terhadap Kinerja Karyawan PT. Krakatau Steel. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan metode *survey explanatory* dan teknik pengambilan sampel *Propotionate stratified random sampling*. Analisis data menggunakan analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa budaya organisasi dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan PT Krakatau Steel baik secara parsial maupun simultan. Hasil penelitian disimpulkan bahwa budaya organisasi, motivasi kerja dan kinerja memiliki kategori baik. Artinya PT Krakatau Steel memiliki budaya organisasi kuat, serta motivasi kerja dan kinerja termasuk dalam kategori tinggi.

Kata kunci : Budaya Organisasi, Motivasi Kerja, Kinerja