

ABSTRACT

This research aimed to examine and find out the effects of organizational culture, work discipline, and competency towards employee's performance. There were three independent variables and one dependent variable in this research. The three independent variables were organizational culture (X1), work discipline (X2), and competency (X3), and the dependent variable was employee's performance (Y). Sample taken in this research was done by using purposive sample with tabel Krejcie and there were 180 respondents out of 525 populations. Data was gathered by distributing questionnaires and was analysed by multiple regressions with the help of SPSS program version 23. The result of this research shows that independent variable organizational culture, work dicipline and competency have significant and positive significant effect to employee's performance, However, the result of this research proves that all three independent variables; organizational culture (X1), work discipline (X2), and competency (X3) simultaneously have significant effect towards Directorate General of Intellectual Property.

Keywords: Organizational Culture, Work Dicipline, Competancy, Employee's Performance



ABSTRAK

Penelitian ini bertujuan untuk menguji dan mengetahui pengaruh budaya organisasi, disiplin kerja, dan kompetensi terhadap kinerja karyawan. Pada penelitian ini terdiri dari tiga variabel bebas yaitu budaya organisasi (X1), disiplin kerja (X2), dan kompetensi (X3) dan satu variabel terikat yaitu kinerja karyawan (Y). Pengambilan sampel dalam penelitian ini dilakukan secara *purposive sample* dengan menggunakan Tabel Krejcie maka dihasilkan 180 orang responden dari populasi sebanyak 525 karyawan. Data diperoleh dari hasil penyebaran kuisisioner dan metode analisis yang digunakan adalah regresi berganda dengan bantuan program SPSS versi 23. Hasil penelitian menunjukkan bahwa variabel budaya organisasi, disiplin kerja dan kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan,. Namun hasil penelitian ini membuktikan bahwa ketiga variabel bebas yaitu budaya organisasi (X1), disiplin kerja (X2), dan kompetensi (X3) secara bersama-sama memiliki pengaruh yang signifikan terhadap kinerja karyawan Direktorat Jenderal Kekayaan Intelektual.

Kata kunci: Budaya Organisasi, Disiplin Kerja, Kompetensi, Kinerja Karyawan

