

ABSTRACT

The purpose of the research is to know the influence of organizational culture to the employee's performance PT. Sucofindo (Persero) head office, the influence of job satisfaction to the employee's performance PT. Sucofindo (Persero) head office, and the influence of engagement employee to the employee's performance PT. Sucofindo (Persero) head office. The objects of this research is the head office of PT. Sucofindo (Persero) located in Jakarta. The responden of this research is 118 with descriptive quantitative approach, and the method of this research is proportionated stratified random sampling. The collect of the data by questioner which is valid and reliability.

The result of this research is the significant value of F test of $0.000 < 0.005$ therefore, the conclusion is the organizational culture, the job satisfaction, and the employee engagement has the influence to the performance. Furthermore, this research also generate significant value of the variable T test of organizational culture of $0,032 < 0,005$, the job satisfaction variables of $0.633 > 0.005$, and variable engagement employee of $0.001 < 0.005$. Based on this, it can be stated that partially significant effect of organizational culture variables and variables on the performance of engagement employee, and no significant effect on the performance of job satisfaction.

Keyword: Organizational Culture, Job Satisfaction, Employee Engagement, and Employee Performance.



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ABSTRAK

Penelitian ini bertujuan untuk mengetahui: pengaruh budaya organisasi terhadap kinerja karyawan PT. Sucofindo (Persero) kantor pusat, pengaruh kepuasan kerja terhadap kinerja karyawan PT. Sucofindo (Persero) kantor pusat, dan pengaruh keterikatan kerja terhadap kinerja karyawan PT. Sucofindo (Persero) kantor pusat.

Adapun objek penelitian ini yaitu pada PT. Sucofindo (Persero) kantor pusat yang berlokasi di Jakarta. Penelitian ini dilakukan terhadap 118 responden dengan pendekatan deskriptif kuantitatif, dan menggunakan metode *proportionated stratified random sampling*. Data dikumpulkan melalui kuesioner yang telah diuji validitas dan reliabilitasnya.

Penelitian ini menghasilkan nilai signifikansi uji F sebesar $0,000 < 0,005$ sehingga dapat dinyatakan bahwa budaya organisasi, kepuasan kerja, dan keterikatan kerja secara bersama-sama berpengaruh terhadap kinerja. Selanjutnya, penelitian ini juga menghasilkan nilai signifikansi uji T variabel budaya organisasi sebesar $0,032 < 0,005$, pada variabel kepuasan kerja sebesar $0,633 > 0,005$, dan pada variabel keterikatan kerja sebesar $0,001 < 0,005$. Berdasarkan hal tersebut, dapat dinyatakan bahwa secara parsial terdapat pengaruh signifikan variabel budaya organisasi dan variabel keterikatan kerja terhadap kinerja, serta tidak terdapat pengaruh signifikan kepuasan kerja terhadap kinerja.

Kata Kunci: Budaya Organisasi, Kepuasan Kerja, Keterikatan Kerja, dan Kinerja Karyawan.

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