

ABSTRACT

The purpose of this study to know the powerful effect of organization climate and work motivation against employee performance. This research is a type of descriptive research method of data collection through interviews, questionnaires and literature. The sample are 152 employees of PT. Pan Brothers, Tbk. The sample is determined by convenience random sampling. The validity of the items is tested by the product moment correlation Pearson, while the coefficient of reliability is tested using Cronbach Alpha formula. Data were analyzed using multiple linear regression. t test results found that variable organization climate and work motivation has positive and significant to employee performance. Results coefficient of determination (adjusted R²) obtained for 0.899 meaning that 89.9% employee performance can be explained by the variable organization climate and work motivation. On the result of this study suggested that company has to improve standards of performance, arrange reward system as promotion and wage, held some training and improve teamwork by facilitate some social club.

Keywords: Organization climate, work motivation, employee performance, reward system, training, teamwork.

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ABSTRAK

Tujuan penelitian ini untuk mengetahui kuat pengaruh iklim organisasi dan motivasi kerja terhadap kinerja karyawan. Penelitian ini merupakan penelitian berjenis deskriptif dengan metode pengumpulan data melalui wawancara, kuesioner dan studi pustaka. Sampel dalam penelitian sebanyak 152 orang karyawan PT. Pan Brothers. Sample ditentukan secara *convenience random sampling*. Validitas butir item diuji dengan korelasi Product Moment Pearson, sedangkan koefisien reliabilitas diuji dengan rumus *Cronbach Alpha*. Analisa data menggunakan regresi linear berganda. Hasil uji t menemukan iklim organisasi dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil koefesien determinasi (*adjusted R²*) yang diperoleh sebesar 0.899, artinya 89.9% kinerja karyawan dapat dijelaskan oleh variabel iklim organisasi dan motivasi kerja. Hasil penelitian ini memberikan saran agar perusahaan meningkatkan standar kinerja, menyusun system reward yakni system promosi dan upah karyawan, menyelenggarakan pelatihan dan meningkatkan kerjasama tim dengan memfasilitasi dibentuknya klub sosial untuk karyawan.

Kata Kunci : Iklim Organisasi, Motivasi Kerja, Kinerja Karyawan, Sistem Reward, Pelatihan, Kerjasama

