

ABSTRACT

The purpose of this study is to determine the influence of organizational culture, locus of control and compensation to personnel performance both partially and simultaneously. The methods of research used in was aquantitative descriptive. The study was carried out from October-December 2014. The design of the study was a survey research. The population is personnel at the Agricultural Quarantine Major Service of Tanjung Priok using simple random sampling techniques. The total respondents were 71 people. The data obtained were analyzed by using simple and multiple linear regression techniques. The results showed that there is a significant influence of organizational culture on personnel performance, locus of control on personnel performance, compensation on personnel performance, and organizational culture, locus of control, and compensation together on personnel performance.

Keywords: Performance, Organizational Culture, Locus of Control, Compensation



ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh budaya organisasi, *locus of control*, dan kompensasi terhadap kinerja pegawai baik secara parsial ataupun secara simultan. Metode penelitian ini menggunakan metode deskriptif kuantitatif. Desain penelitian adalah penelitian survey. Populasi adalah pegawai di Balai Besar Karantina Pertanian Tanjung Priok dengan teknik *simple random sampling* dengan jumlah responden yang disurvei adalah 71 orang. Data yang diperoleh dianalisis menggunakan teknik regresi linier sederhana dan berganda. Hasil penelitian menunjukkan terdapat pengaruh signifikan budaya organisasi terhadap kinerja pegawai, *locus of control* terhadap kinerja pegawai, kompensasi terhadap kinerja pegawai, serta budaya organisasi, *locus of control* dan kompensasi secara bersama-sama terhadap kinerja pegawai.

Kata Kunci : Kinerja, Budaya Organisasi, *Locus of Control*, Kompensasi

