

ABSTRACT

This study aims to examines the influence of competency, organizational culture and motivation on employee performance in Procurement Division PT. PI Indonesia. Based on sample of 100 individual respondent, the paper analyses the relationship between competency, organizational culture and motivation on employee performance, using multiple linear regression, T-test and F-test. The results show that organizational culture and motivation have positive influence and significant correlation on employee performance, while competency are not having significant correlation and negative influence on employee performance, also simultaneously there is an influence between competency, organizational culture and motivation on employee performance in Procurement Division PT. PI Indonesia. Both organizational culture and motivation have an important influence on employee performance of these company division.

Keywords: Competency, Organizational Culture, Motivation, Employee Performance



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kompetensi, Budaya Organisasi dan Motivasi terhadap Kinerja Karyawan di Divisi Procurement PT. PI Indonesia. Berdasarkan pada sampel terhadap 100 orang responden, penelitian ini untuk menganalisa hubungan Kompetensi, Budaya Organisasi dan Motivasi terhadap Kinerja Karyawan, menggunakan regresi linier berganda, uji-T dan Uji-F. Dari hasil penelitian menunjukkan bahwa Budaya organisasi berpengaruh positif dan signifikan terhadap Kinerja karyawan, Motivasi berpengaruh positif dan signifikan terhadap Kinerja karyawan, sedangkan Kompetensi berpengaruh negatif dan tidak signifikan terhadap Kinerja karyawan , dan juga Kompetensi, Budaya Organisasi dan Motivasi Kerja secara bersama-sama berpengaruh terhadap Kinerja Karyawan. Budaya organisasi dan Motivasi, keduanya berpengaruh penting terhadap Kinerja Karyawan di Divisi Procurement PT. PI Indonesia.

Kata kunci: Kompetensi, Budaya Organisasi, Motivasi, Kinerja Karyawan .

