

ABSTRACT

The purpose of this research is to determine the effect of organizational change, organizational culture, and motivation on employee performance, on which the effect of organizational change to employee performance is mediated by organizational culture.

This research is carried out on Rabobank Indonesia employee on Operations & Information Technology Division, as many as 595 people, using Purposive Sampling as sampling technique. The sample of this research is Operations & Information Technology Division employee at headquarters, as many as 162 people, who had worked at Rabobank Indonesia for at least 2 years.

This research result indicate that 1) Organizational change directly affects the organizational culture, 2) Organizational change indirectly affects on employee performance, which is mediated by organizational culture, 3) Organization culture directly affects on employee performance, and 4) Motivation directly affects on employee performance.

Keywords : Organizational Change, Organizational Culture, Motivation, Employee Performance.



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh perubahan organisasi, budaya organisasi, dan motivasi terhadap kinerja karyawan Rabobank Indonesia, dimana untuk pengaruh perubahan organisasi terhadap kinerja karyawan, dimediasi oleh budaya organisasi.

Penelitian ini dilakukan terhadap karyawan Rabobank Indonesia pada *Operations & Information Technology Division*, sebanyak 595 orang, menggunakan teknik pengambilan sampel *Purposive Sampling*. Sampel penelitian ini adalah karyawan *Operations & Information Technology Division* di kantor pusat, sebanyak 162 orang, yang telah bekerja di Rabobank Indonesia selama minimal 2 tahun.

Hasil penelitian ini menunjukkan bahwa 1) Perubahan organisasi berpengaruh langsung terhadap budaya organisasi, 2) Perubahan organisasi berpengaruh tidak langsung terhadap kinerja karyawan, yang dimediasi oleh budaya organisasi, 3) Budaya organisasi berpengaruh langsung terhadap kinerja karyawan, dan 4) Motivasi berpengaruh langsung terhadap kinerja karyawan.

Kata Kunci : Perubahan Organisasi, Budaya Organisasi, Motivasi, Kinerja Karyawan.



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