

ABSTRACT

This study aims to examine and analyze the effects of organizational culture, work motivation, compensation and job satisfaction on job performance of lecture at STIE La Tansa Mashiro. This research was conducted at STIE La tansa Mashiro, with respondents 48 employees or the entire population of employees of STIE La Tansa Mashiro. Data collecting was conducted through interviews and questionnaires. Data analysis, path analysis and analysis of correlation matrix inter-dimensions using SPSS 24 software. The result of research shows that organizational culture has not positive and significant impact on job performance, work motivation has positive and not significant impact on job performance, compensation has positive and significant effect on job performance, and job satisfaction has not positive and significant impact on job performance of lecture.

Keywords: organizational culture, work motivation, compensation, job satisfaction, performance.



ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh budaya organisasi, motivasi kerja, kompensasi dan kepuasan kerja terhadap kinerja dosen STIE La Tansa Mashiro. Penelitian ini dilakukan di STIE La Tansa Mashiro dengan responden 48 dosen tetap atau seluruh populasi dosen STIE La Tansa Mashiro. Pengumpulan data dilakukan melalui wawancara dan kuisioner. Analisis data, analisis jalur menggunakan software SPSS 24 dan Hasil penelitian menunjukkan bahwa budaya organisasi tidak berpengaruh positif dan signifikan terhadap kinerja dosen, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja dosen, kompensasi berpengaruh positif signifikan terhadap kinerja, dan kepuasan kerja tidak berpengaruh positif signifikan terhadap kinerja dosen, serta budaya organisasi, motivasi kerja, kompensasi dan kepuasan kerja secara bersama-sama berpengaruh positif terhadap kinerja dosen.

Kata kunci: budaya organisasi, motivasi kerja, kompensasi, kepuasan kerja, kinerja

