

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh karakteristik individu, budaya organisasi, dan motivasi kerja terhadap kinerja karyawan. Populasi dalam penelitian ini adalah 306 karyawan PT. Etos Indonusa. Sampel yang dipergunakan adalah sebanyak 76 karyawan, dihitung berdasarkan rumus Slovin. Metode penarikan sampel menggunakan *purposive sampling*. Metode pengumpulan data menggunakan metode survey, dengan instrument penelitian adalah kuesioner. Metode analisis data menggunakan *Statistical Package for the Social Sciences*. Penelitian ini membuktikan bahwa karakteristik individu berpengaruh positif namun tidak signifikan terhadap kinerja karyawan. Budaya organisasi berpengaruh positif namun tidak signifikan terhadap kinerja karyawan. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Karakteristik Individu, Budaya Organisasi, Motivasi Kerja, Kinerja Karyawan.



ABSTRACT

This research is purposed to analyzed the influence of individual characteristic, organization culture, and working motivation to worker is performance. The population in this research are 306 employees belong to PT. Etos Indonusa. The samples used consists of 76 employees, counted to be based on the formula of Slovin sample withdrawal method, used purposive sampling. Data withdrawal method used survey method. The instrument of the research is questionnaire. The data analysis method used Statistical Package for the Social Sciences. This research has improved that the individual characteristic has positive influences but it is not significant to employee performance. The organization culture gives good influence but not significant to the employees performance. The working motivation has positive influence and significant to the employee performance.

Keywords : Individual Characteristic, Organization Culture, Working Motivation, Employee Performance.

