

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja, budaya organisasi terhadap kinerja karyawan melalui komitmen organisasional. Populasi dalam penelitian ini adalah 74 responden divisi hospitality jompa service PT. Gapura Angkasa. Sampel yang dipergunakan adalah sebanyak 74 responden, Metode penarikan sampel menggunakan sampel jenuh karena seluruh jumlah populasi yang ada menjadi sampel sebagai responden dalam penelitian ini. Metode pengumpulan data menggunakan metode survey, dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan metode *Structural Equation Modelling* (SEM), dimana dalam pengolahan datanya menggunakan program *software Partial Least Square (SmartPLS)*. Penelitian ini membuktikan bahwa motivasi berpengaruh positif dan signifikan terhadap komitmen organisasional. budaya organisasi berpengaruh positif dan signifikan terhadap komitmen organisasional, komitmen organisasional berpengaruh positif dan signifikan terhadap kinerja karyawan. motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. budaya organisasi berpengaruh positif dan tidak signifikan terhadap kinerja karyawan.

Kata Kunci: Motivasi Kerja, Budaya Organisasi, Komitmen Organisasional
Kinerja Karyawan



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ABSTRACT

This study aims to analyze the effect of work motivation, organizational culture on employee performance through organizational commitment. The population in this study were 74 respondents of the hospitality joupma service division of PT. Gapura Angkasa. The sample used was as many as 74 respondents. The sampling method used a saturated sample because the entire population was sampled as respondents in this study. Methods of data collection using survey methods, the research instrument is a questionnaire. The data analysis method uses the Structural Equation Modelling (SEM) method, where the data processing uses the Partial Least Square (SmartPLS) software program. This research proves that motivation has a positive and significant effect on organizational commitment. organizational culture has a positive and significant effect on organizational commitment, organizational commitment has a positive and significant effect on employee performance. work motivation has a positive and significant effect on employee performance. organizational culture has a positive and not significant effect on employee performance.

Keywords: Work Motivation, Organization Culture, Organizational Commitment, Employee Performance.

