

## **ABSTRACT**

*The performance is the result of work both quality and quantity which has been achieved by an employee along side with the responsibility that is given to him. The performance which has been achieved by the employee has brought the researcher to find variables which can influence the performance of the employee. This research examines the influence of compensation, work discipline and organizational culture on the performance of janitorial staff of The Executing Agency of Istiqlal Mosque Management. The data has been obtained by using the distribution of questionnaires to the employees as the respondents in the janitor division of The Executing Agency of Istiqlal Mosque Management. The sampling technique has been done by using saturation sampling in which all members of the population are applied as samples which has been determined and the numbers of the respondents who has been determined are 60 respondents or employees of the janitor department. The data is analyzed by using multiple regressions test and hypothesis test. Based on T test result, compensation and work discipline have not significant implementation toward work performance, only organizational culture which has significant implementation toward work performance.*

*Key words: compensation, work discipline, employee performance.*



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Kinerja adalah hasil kerja secara kualitas dan kuantitas yang dicapai oleh seorang karyawan dalam melaksanakan tugasnya sesuai dengan tanggung jawab yang diberikan kepadanya. Pentingnya kinerja yang dicapai oleh karyawan mengarahkan peneliti untuk mengetahui variabel-variabel yang dapat mempengaruhi kinerja karyawan. Penelitian ini menguji pengaruh kompensasi, disiplin kerja dan budaya organisasi terhadap kinerja karyawan. Data diperoleh melalui pembagian kuesioner kepada responden karyawan divisi kebersihan pada Badan Pelaksana Pengelola Masjid Istiqlal. Teknik pengambilan sampel menggunakan sampling jenuh dimana semua anggota populasi digunakan sebagai sampel yang telah ditentukan dan responden yang ditetapkan sebanyak 60 responden atau karyawan divisi kebersihan. Data yang diperoleh tersebut selanjutnya dianalisis dengan menggunakan uji regresi berganda serta uji hipotesis. Berdasarkan hasil uji T, kompensasi dan disiplin kerja tidak berpengaruh signifikan terhadap kinerja kerja, hanya budaya organisasi yang memiliki implementasi signifikan terhadap kinerja kerja.

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



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