

## ABSTRACT

*This study aims to identify the influence of work culture, competence and motivation on employee performance Palm Oil Mill (PKS) Telaga Hikmah with partially or simultaneously. Variables examined as factors that affect performance of employees (Y) were work culture ( $X_1$ ), competence ( $X_2$ ), and motivation ( $X_3$ ). The population of this study was all employees in the Palm Oil Mill Telaga Hikmah, amounting to 85 people. Data collection techniques were documentation and questionnaires. This study also used multiple linear regressions to analyze the data. The results showed that: (1) Work culture is partially less influence on employee performance (2) Competence has positive and significant effect on employees' performance (3) Motivation has positive and significant impact on employees' performance and (4) Work culture, competence and motivation simultaneously significant effect on employee performance.*

*Keywords: Performance, work culture, competence, motivation*



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## ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh budaya kerja, kompetensi, dan motivasi terhadap kinerja karyawan tetap Pabrik Kelapa Sawit (PKS) Telaga Hikmah secara parsial ataupun secara simultan. Variabel yang mempengaruhi kinerja karyawan (Y) adalah budaya kerja ( $X_1$ ), kompetensi ( $X_2$ ) dan motivasi ( $X_3$ ). Populasi penelitian ini adalah semua karyawan tetap di PKS Telaga Hikmah dengan jumlah total 85 orang.

Teknik pengumpulan data melalui dokumentasi dan kuesioner. Penelitian ini juga menggunakan teknik regresi linier berganda untuk analisa data. Hasil penelitian menunjukkan (1) Budaya kerja secara parsial kurang berpengaruh terhadap kinerja karyawan (2) Kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan (3) Motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan (4) Budaya kerja, kompetensi dan motivasi secara simultan berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci: Kinerja, budaya kerja, kompetensi, motivasi

