

ABSTRACT

The purpose of this study was to identify and determine the effect of Organizational Culture, Work Motivation, Transformational Leadership on Employee Performance and the implication on Organizational Performance in National Research and Innovation Agency. This type of research uses a causal model with a quantitative approach. The research population is all employees of the Main Secretariat of BRIN with a total of 324 employees. The sampling technique used the probability sampling method with the Slovin formula obtained 179 employees as respondents. Data analysis using SEM-PLS with analysis tool Smart-PLS 3.3.9. The results showed that Organizational Culture and Work Motivation had a significant positive effect on Employee Performance and Organizational Performance. Transformational Leadership has a significant negative effect on Employee Performance and Organizational Performance. Employee Performance has a significant positive effect on Organizational Performance.

Keywords: Organizational Culture, Work Motivation, Transformational Leadership, Employee Performance, Organizational Performance.



ABSTRAK

Penelitian ini bertujuan untuk mengidentifikasi dan mengetahui pengaruh Budaya Organisasi, Motivasi Kerja, Kepemimpinan Transformasional terhadap Kinerja Pegawai dan implikasinya terhadap Kinerja Organisasi di Badan Riset dan Inovasi Nasional (BRIN). Jenis Penelitian menggunakan model kausal dengan pendekatan kuantitatif. Populasi penelitian adalah seluruh pegawai Sekretariat Utama BRIN sejumlah 324 pegawai. Teknik pengambilan sampel menggunakan metode probability sampling dengan rumus Slovin didapatkan 179 pegawai sebagai responden. Analisis data menggunakan SEM-PLS dengan alat analisis Smart-PLS 3.3.9. Hasil penelitian menunjukkan Budaya Organisasi dan Motivasi Kerja berpengaruh positif signifikan terhadap Kinerja Pegawai dan Kinerja Organisasi. Kepemimpinan Transformasional berpengaruh negatif signifikan terhadap Kinerja Pegawai dan Kinerja Organisasi. Kinerja Pegawai berpengaruh positif signifikan terhadap Kinerja Organisasi.

Kata Kunci: Budaya Organisasi, Motivasi Kerja Kinerja Karyawan dan Kinerja Organisasi. Kepemimpinan Transformasional, Kinerja Pegawai, Kinerja Organisasi

