

**PENGARUH BUDAYA ORGANISASI DAN *EMPLOYEE WELL BEING*
TERHADAP DISIPLIN KERJA PADA PEGAWAI NEGERI SIPIL DI
INSTANSI INSPEKTORAT JENDERAL KEMENTERIAN HUKUM DAN
HAM**

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ABSTRAK

Kedisiplinan menjadi hal yang perlu sekali untuk diperhatikan, seperti pada Instansi Kepemerintahan di Inspektorat Jenderal Kementerian Hukum dan HAM. Namun, diperlukannya juga budaya organisasi dalam disiplin untuk bekerja. Serta pemberian kesejahteraan pada pegawai, agar mereka dapat berdisiplin dalam bekerja. Penelitian ini menggunakan metode kuantitatif, bertujuan untuk mengetahui apakah budaya organisasi dan *employee well being* berpengaruh terhadap disiplin kerja pada PNS di Inspektorat Jenderal Kementerian Hukum dan HAM. Sebanyak 108 responden dipilih dengan teknik sampling *simple random sampling*. Pengumpulan data dengan bantuan alat ukur Budaya Organisasi (48 item) pernyataan, *Employee Well Being Scale* (EWBS) (31 item) dan Disiplin Kerja dengan (12 item).

Pengujian dilakukan dengan analisa regresi linier sederhana dan berganda. Temuan hasil pada penelitian ini, secara parsial terdapat pengaruh budaya organisasi terhadap disiplin kerja dengan besaran pengaruh 22%, selanjutnya, pada pengujian hipotesa kedua, secara parsial terdapat pengaruh yang signifikan *employee well being* terhadap disiplin kerja dengan besaran pengaruh 91,9%, serta secara bersamaan (simultan) terdapat pengaruh yang signifikan budaya organisasi dan *employee well being* terhadap disiplin kerja pada PNS di Inspektorat Jenderal Kementerian Hukum dan HAM dengan besaran pengaruhnya 91,9%, dan sisanya 8,1% merupakan variabel yang dapat mempengaruhi disiplin kerja yang tidak termasuk dalam penelitian ini.

Kata Kunci: Budaya Organisasi, *Employee Well Being*, Pegawai Negeri Sipil Inspektorat Jenderal Kementerian Hukum dan HAM.

THE EFFECT OF ORGANIZATIONAL CULTURE AND EMPLOYEE WELL BEING ON WORKING DISCIPLINE OF CIVIL SERVANTS AT THE INSPECTORATE GENERAL OF THE MINISTRY OF LAW AND HUMAN RIGHTS

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ABSTRACT

Discipline is something that really needs to be considered, such as in Government Agencies at the Inspectorate General of the Ministry of Law and Human Rights. However, organizational culture is also needed in the discipline to work. As well as providing welfare to employees, so they can be disciplined at work. This study uses a quantitative method, with the aim of knowing whether organizational culture and employee well-being affect work discipline in civil servants at the Inspectorate General of the Ministry of Law and Human Rights. A total of 108 respondents were selected by simple random sampling technique. Collecting data with the help of Organizational Culture measuring instruments (48 items) statement, Employee Well Being Scale (EWBS) (31 items) and Work Discipline (12 items).

Testing was carried out with simple and multiple linear regression analysis. The findings of this study show that partially there is an influence of organizational culture on work discipline with an influence size of 22%, then, in testing the second hypothesis, partially there is a significant effect of employee well-being on work discipline with an influence size of 91.9%, as well as simultaneously (simultaneously) there is a significant effect of organizational culture and employee well being on work discipline in civil servants at the Inspectorate General of the Ministry of Law and Human Rights with an influence size of 91.9%, and the remaining 8.1% is a variable that can affect work discipline which is not included in this research.

Keywords: Organizational Culture, Employee Well Being, Civil Servants Inspectorate General of the Ministry of Law and Human Rights.