

## **ABSTRACT**

*This study aims to determine the effect of competence and organizational culture on the performance of employees of the Public Appraiser Service Office Andi Tiffani and Partners (KJPP ATR). This study used a quantitative method with a total sample of 53 employees. Samples were taken from the entire population or using saturated sampling techniques, namely all KJPP ATR employees. The data analysis method uses the Structural Equation Model (SEM) with the SmartPLS analysis tool. The results showed that competence had a significant positive effect on employee performance, organizational culture had a significant positive effect on employee performance, competence had a significant positive effect on work motivation, organizational culture had a significant positive effect on work motivation, work motivation had a significant positive effect on employee performance, work motivation had an effect significant positive mediating competency on employee performance, work motivation has a significant positive effect mediating organizational culture on employee performance..*

*Keywords: Competence, Organizational Culture, Work Motivation, Employee Performance*



## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi dan budaya organisasi terhadap kinerja karyawan Kantor Jasa Penilai Publik Andi Tiffani dan Rekan (KJPP ATR). Penelitian ini menggunakan metode kuantitatif dengan jumlah sampel sebanyak 53 karyawan. Sampel diambil dari seluruh populasi atau menggunakan teknik pengambilan sampel jenuh, yaitu semua karyawan KJPP ATR. Metode analisis data menggunakan Structural Equation Model (SEM) dengan alat analisis SmartPLS. Hasil penelitian menunjukkan bahwa kompetensi berpengaruh positif signifikan terhadap kinerja karyawan, budaya organisasi berpengaruh positif signifikan terhadap kinerja karyawan, kompetensi berpengaruh positif signifikan terhadap motivasi kerja, budaya organisasi berpengaruh positif signifikan terhadap motivasi kerja, motivasi kerja berpengaruh positif signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh positif signifikan memediasi kompetensi terhadap kinerja karyawan, motivasi kerja berpengaruh positif signifikan memediasi budaya organisasi terhadap kinerja karyawan.

Kata Kunci : Kompetensi, Budaya Organisasi, Motivasi Kerja, Kinerja Karyawan.

