

ABSTRAK

Penelitian ini dilakukan dengan tujuan untuk mengetahui pengaruh motivasi kerja, budaya organisasi, dan stres kerja terhadap kinerja karyawan pada Museum Listrik Dan Energi Baru di Jakarta. Populasi dalam penelitian ini adalah seluruh karyawan Museum Listrik Dan Energi Baru di Jakarta yang berjumlah 51 orang. Teknik pengambilan sampel data penelitian ini menggunakan sampel jenuh, dimana seluruh anggota populasi dijadikan sampel. Metode pengumpulan data menggunakan kuesioner dan metode analisis data menggunakan PLS-SEM (*Partial Least Square-Structural Equation Modelling*) yang dimana pengelolaan datanya menggunakan program *Smart-PLS* 3.0. Pada penelitian ini membuktikan bahwa motivasi kerja berpengaruh tidak signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh tidak signifikan terhadap stres kerja, budaya organisasi berpengaruh signifikan terhadap stres kerja, budaya organisasi berpengaruh signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh tidak signifikan terhadap kinerja karyawan melalui stres kerja, dan budaya organisasi berpengaruh signifikan terhadap kinerja karyawan melalui stres kerja.

Kata Kunci: Motivasi Kerja, Budaya Organisasi, Stres Kerja, dan Kinerja Karyawan



ABSTRACT

This study was conducted with the aim of knowing the effect of work motivation, organizational culture, and work stress on employee performance at the Electricity and New Energy Museum in Jakarta. The population in this study were all employees of the Electricity and New Energy Museum in Jakarta, amounting to 51 people. The sampling technique in this study data used a saturated sample, where all members of the population are sampled. Methods of data collection using questionnaires and methods of data analysis using PLS-SEM (Partial Least Square-Structural Equation Modelling) where the data management uses the program Smart-PLS 3.0. This study proves that work motivation has an insignificant effect on employee performance, work motivation has no significant effect on work stress, organizational culture has a significant effect on work stress, organizational culture has a significant effect on employee performance, work motivation has no significant effect on employee performance through work stress, and organizational culture has a significant effect on employee performance through work stress.

Keywords: *Work Motivation, Organizational Culture, Job Stress, and Employee Performance*



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