

ABSTRAK

Penelitian ini bertujuan mengetahui pengaruh budaya organisasi, kepemimpinan dan motivasi kerja terhadap kinerja pegawai Pusdiklat PLN Ragunan Jakarta. Populasi penelitian ini adalah seluruh pegawai Pusdiklat PLN Ragunan Jakarta yang berjumlah 93 orang dan semua anggota populasi dijadikan sampel sehingga teknik pengambilan sampel *non probability* sampling dengan menggunakan sampling jenuh.. Metode analisis data menggunakan metode *Partial Least Square (PLS)* dengan *software smartPLS*. Hasil penelitian menemukan budaya organisasi berpengaruh positif terhadap motivasi kerja pegawai dan kepemimpinan juga berpengaruh positif terhadap motivasi kerja pegawai. Budaya organisasi berpengaruh positif terhadap kinerja pegawai, kepemimpinan berpengaruh positif terhadap kinerja pegawai, dan motivasi kerja berpengaruh positif terhadap kinerja pegawai. Budaya organisasi berpengaruh positif terhadap kinerja pegawai melalui motivasi kerja dan kepemimpinan juga berpengaruh positif terhadap kinerja pegawai melalui motivasi kerja.

Kata kunci: budaya organisasi, kepemimpinan, motivasi kerja, kinerja pegawai



ABSTRACT

This study aims to know the influence of organizational culture, leadership and work motivation on the performance of Pusdiklat PLN Ragunan Jakarta employees. The population of this study were 93 employees of the Pusdiklat PLN Ragunan Jakarta and all members of the population were sampled so that the sampling technique used non probability sampling with saturated sampling. The data analysis method used the Partial Least Square (PLS) method with smartPLS software. The results found that organizational culture had an influence positive effect on employee motivation and leadership also has a positive effect on employee motivation. Organizational culture has a positive effect on employee performance, leadership has a positive effect on employee performance, and work motivation has a positive effect on employee performance. Organizational culture has a positive effect on employee performance through work motivation and leadership also has a positive effect on employee performance through work motivation.

Keywords: organizational culture, leadership, work motivation, employee performance

