

ABSTRAK

Tujuan dari penelitian ini adalah untuk menentukan dan menganalisis pengaruh motivasi, budaya organisasi terhadap kinerja Penyuluh Anti korupsi dengan sertifikasi sebagai variabel intervening. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan survey. Data yang digunakan adalah data primer dan sekunder. Data primer didapatkan melalui kuesioner dengan menggunakan skala Likert. Motivasi, Budaya Organisasi, Sertifikasi dan kinerja adalah variabel yang digunakan dalam penelitian ini. Sampel berjumlah (n 250); sehingga digunakan statistik deskriptif, analisis korelasi dan analisis PLS digunakan. Berdasarkan analisis hasil penelitian maka dapat diambil kesimpulan bahwa secara parsial masing-masing variabel yaitu motivasi, budaya organisasi terbukti berpengaruh signifikan terhadap sertifikasi. Bahwa secara parsial, motivasi dan budaya organisasi terbukti berpengaruh positif dan signifikan terhadap kinerja. Kesimpulannya bahwa motivasi terbukti berpengaruh signifikan terhadap kinerja melalui sertifikasi dan budaya organisasi terbukti berpengaruh positif dan signifikan terhadap kinerja melalui sertifikasi.

Kata Kunci : Motivasi, Budaya Organisasi, Kinerja, Sertifikasi



ABSTRACT

The purpose of this study to determine and analyze the effect of motivation, organization culture to performance of anti-corruption instructor with certification as an intervening factor. This research was explanatory research with survey research design. This is a survey-based research study. Primary and secondary data were used in this study. Primary data were gathered via questionnaire with Likert Scale. Motivation, Organization Culture, Certification and Performance are considered variables for this study. Sample size is (n 250); therefore, descriptive statistics, correlation analysis and PLS analysis have been used. Based on the analysis of the research results, it can be concluded that partially each variable, namely motivation, organizational culture has proven to have a significant effect on certification. That partially, motivation and organizational culture proved to have a positive and significant effect on performance. The conclusion is that motivation is proven to have a significant effect on performance through certification and organizational culture is proven to have a positive and significant effect on performance through certification.

Keywords : Motivation, Organizational Culture, Performance, Certification



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