

## **ABSTRACT**

*This study aims to determine the effect of compensation and work environment on the performance of lecturers faculty of economics and business at Mercu Buana University with organizational culture as a mediating variable. The research method used is quantitative method. The population of this study is lecturers at the Faculty of Economics and Business with the category of permanent lecturers A as 121 people. The sample size used was based on the slovin formula with an error of 5% as 92 people. Primary data was obtained through questionnaires and secondary data was obtained from the HR Bureau of Mercu Buana University. Analysis and testing techniques use the Structural Equation Model–Partial Least Square (SEM–PLS) with the SmartPLS 3.0 application. The test results show that compensation and work environment have a positive and significant effect on organizational culture. Compensation and work environment have a positive and insignificant effect on lecturer performance. Organizational culture has a positive and significant effect on organizational culture. Meanwhile, compensation and work environment have a positive and significant effect on lecturer performance through organizational culture as a mediating variable. Organizational culture can fully mediate compensation and work environment variables on lecturer performance.*

*Keywords: Compensation, Work Environment, Organizational Culture, Lecture Performance*



## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan lingkungan kerja terhadap kinerja dosen fakultas ekonomi dan bisnis di Universitas Mercu Buana dengan budaya organisasi sebagai variabel mediasi. Metode penelitian yang digunakan yaitu metode kuantitatif. Populasi penelitian ini yaitu dosen di Fakultas Ekonomi dan Bisnis dengan kategori dosen tetap A sebanyak 121 orang. Besarnya sampel yang digunakan berdasarkan rumus slovin dengan kesalahan sebesar 5% sebanyak 92 orang. Data primer diperoleh melalui kuesioner dan data sekunder diperoleh dari Biro sumber daya manusia Universitas Mercu Buana. Teknik analisis dan pengujian menggunakan *Structural Equation Model-Partial Least Square* (SEM-PLS) dengan bantuan aplikasi SmartPLS 3.0. Hasil pengujian menunjukkan bahwa kompensasi dan lingkungan kerja berpengaruh positif dan signifikan terhadap budaya organisasi. Kompensasi dan lingkungan kerja berpengaruh positif dan tidak signifikan terhadap kinerja dosen. Budaya organisasi berpengaruh positif dan signifikan terhadap budaya organisasi. Adapun kompensasi dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja dosen melalui budaya organisasi sebagai variabel mediasi. Budaya organisasi dapat memediasi secara penuh variabel kompensasi dan lingkungan kerja terhadap kinerja dosen.

Kata Kunci: Kompensasi, Lingkungan Kerja, Budaya Organisasi, Kinerja Dosen

