

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh motivasi, pengalaman kerja, komitmen organisasi, kepuasan kerja dan budaya organisasi terhadap kinerja karyawan. Populasi dalam penelitian ini adalah seluruh karyawan PT Pegadaian Cabang Pontianak yang berjumlah 54 orang. Teknik pengambilan sampel dalam penelitian ini menggunakan sampling jenuh. Di mana seluruh anggota populasi dijadikan sampel. Metode pengumpulan data menggunakan metode survei, dengan instrumen penelitian adalah kuesioner menggunakan skala Likert sebagai alat penilaian kuesioner. Metode analisis data menggunakan Partial Least Square (PLS) versi 3.0. Hasil penelitian menunjukkan bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, pengalaman kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dan budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci: Motivasi, Pengalaman Kerja, Komitmen Organisasi, Kepuasan Kerja, Budaya Organisasi dan Kinerja Karyawan



ABSTRACT

This study aims to examine and analyze the effect of work motivation, work experience, organizational commitment, work satisfaction, work environment, and organizational culture on employee performance. The population in this study were all employees of PT Pegadaian Pontianak Branch, totaling 54 people. The sampling technique in this study used saturated sampling. Where all members of the population are sampled. Methods of data collection using survey methods, with the research instrument is a questionnaire using a Likert scale as a questionnaire assessment tool. The data analysis method uses Partial Least Square (PLS) version 3.0. This study proves that work motivation has a positive and significant effect on employee performance, work experience has a positive and significant effect on employee performance, organizational commitment has a positive and significant effect on employee performance, work satisfaction has a positive and significant effect on employee performance, work environment has a positive and significant effect on employee performance, and organizational culture has a positive and significant effect on employee performance.

Keywords: Work Motivation, Work Experience, Organizational Commitment, Work Satisfaction, Organizational Culture and Employee Performance

