

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Budaya Organisasi, Kompetensi, Komitmen Karyawan dan Kepuasan Kerja Terhadap Kinerja Karyawan PT. Tatarasa Primatama. dengan menggunakan pendekatan deskriptif kuantitatif. Data yang digunakan adalah data primer menggunakan kuesioner yang disebar kepada 71 responden yang merupakan Pegawai PT. Tatarasa primatama, dihitung berdasarkan rumus Hair et al. Metode penarikan sampel menggunakan *non-probability sampling*. Skala Pengukuran dalam penelitian ini menggunakan skala Likert dan data diolah menggunakan metode SEM-PLS (*Structural Equation Modelling-Partial Least Square*). Hasil penelitian ini membuktikan bahwa budaya organisasi, Kompetensi, Komitmen karyawan, Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci: Budaya Organisasi, Kompetensi, Komitmen Karyawan, Kepuasan Kerja karyawan, Kinerja Karyawan PT. Tatarasa Primatama.



ABSTRACT

This research aims to determine the influence of organizational culture, competency, employee commitment and job satisfaction on employee performance at PT. Primatama Tatatarasa. using a quantitative descriptive approach. The data used is primary data using a questionnaire distributed to 71 respondents who are PT employees. Primacy taste, calculated based on the formula of Hair et al. The sampling method uses non-probability sampling. The measurement scale in this research uses a Likert scale and the data is processed using the SEM-PLS (Structural Equation Modeling-Partial Least Square) method. The research results prove that Organizational culture, competency, employee commitment, job satisfaction have a positive and significant effect on employee performance.

Keywords: *Organizational Culture, Competence, Employee Commitment, Employee Job Satisfaction, Employee Performance PT. Primatama Taste.*

