

ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan menguji pengaruh budaya organisasi dan pelatihan kerja terhadap kinerja karyawan dengan di mediasi motivasi kerja. Metode analisis data pada penelitian ini adalah kuantitatif. Populasi yang digunakan dalam penelitian ini adalah karyawan PT. PGAS Solution sebanyak 52 orang. Penentuan sampel yang digunakan dalam penelitian ini adalah metode sampel jenuh. Metode penelitian ini menggunakan metode analisis data *Partial Least Square* (PLS) dengan menggunakan software SmartPLS 3.0. Hasil penelitian ini membuktikan bahwa budaya organisasi berpengaruh positif dan signifikan terhadap motivasi kerja. Pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Budaya organisasi berpengaruh positif dan tidak signifikan terhadap kinerja karyawan. Pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Motivasi kerja mampu memediasi penuh pengaruh budaya organisasi terhadap kinerja karyawan. Dan motivasi kerja mampu memediasi secara parsial pengaruh pelatihan kerja terhadap kinerja karyawan.

Kata Kunci: Budaya Organisasi, Pelatihan Kerja, Kinerja Karyawan, dan Motivasi Kerja



ABSTRACT

This research aims to analyze and test the influence of organizational culture and job training on employee performance mediated by work motivation. The data analysis method in this research is quantitative. The population used in this research were employees of PT. PGAS Solution as many as 52 people. The sample used in this research was the saturated sample method. This research method uses the Partial Least Square (PLS) data analysis method using SmartPLS 3.0 software. The results of this research prove that organizational culture has a positive and significant effect on work motivation. Job training has a positive and significant effect on employee performance. Organizational culture has a positive and insignificant effect on employee performance. Job training has a positive and significant effect on employee performance. Work motivation has a positive and significant effect on employee performance. Work motivation is able to fully mediate the influence of organizational culture on employee performance. And work motivation is able to partially mediate the influence of job training on employee performance.

Keywords: Organizational Culture, Job Training, Employee Performance, and Work Motivation



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