

ABSTRACT

This research aims to analyze the influence of organizational values and work culture on employee performance with work stress as an intervening variable. The quantitative method, using a saturated sampling technique is a sampling technique where all members of the population are used as samples in this research, namely all employees of the Ministry of Energy and Mineral Resources in the field of Organization and Management, the analysis is carried out quantitatively using the questionnaire collection method. Structural Equation Model (SEM) is used as an analysis method and Smart-PLS is used as an analysis tool. The expected contribution of this research can be used to support improving employee performance, especially at the Ministry of Energy and Mineral Resources in the Organization and Management Sector. The conclusion from the research that has been conducted is that work culture has a positive and significant effect on employee performance, work culture has a positive and significant effect on work stress, organizational values have a positive and significant effect on employee performance, while organizational values have a negative and significant effect on work stress. Job Stress has a negative and significant effect on Employee Performance. Meanwhile, Job Stress is able to partially mediate the relationship between Work Culture and Employee Performance, and Job Stress cannot mediate the relationship between Organizational Values and Employee Performance.

Keyword: Organizational Value, work culture, Employee Performance, work stress.

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh nilai organisasi dan budaya kerja terhadap kinerja pegawai dengan stres kerja sebagai variabel intervening. Metode kuantitatif, menggunakan teknik sampling jenuh adalah teknik penentuan sampel dimana semua anggota populasi digunakan menjadi sampel dalam penelitian ini adalah pada semua pegawai Kementerian Energi dan Sumber Daya Mineral bidang Organisasi dan Tata Laksana, analisis dilakukan secara kuantitatif dengan metode pengumpulan kuesioner. Structural Equation Model (SEM) digunakan sebagai metode analisis dan Smart – PLS digunakan sebagai alat analisis. Kontribusi yang diharapkan penelitian ini dapat digunakan untuk mendukung peningkatan kinerja pegawai khususnya pada Kementerian Energi dan Sumber Daya Mineral Bidang Organisasi dan Tata Laksana. Kesimpulan dari penelitian yang telah dilakukan bahwa Budaya Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai, Budaya Kerja berpengaruh positif dan signifikan terhadap Stres Kerja, Nilai Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai, sedangkan Nilai Organisasi berpengaruh negatif dan signifikan terhadap Stres Kerja. Stres Kerja berpengaruh negatif dan signifikan terhadap Kinerja Pegawai. Sedangkan Stres Kerja mampu memediasi secara parsial hubungan antara Budaya Kerja terhadap Kinerja Pegawai, dan Stres Kerja tidak dapat memediasi hubungan antara Nilai Organisasi terhadap Kinerja Pegawai.

Kata kunci: Nilai Organisasi, Budaya Kerja, Kinerja Pegawai, Stres Kerja



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