ABSTRACT

This study aims to determine the influence of cross-cultural and employee factors and motivation on employee performance through corporate ethical at Bank Indonesia. The population of this research comprises permanent employees of Bank Indonesia with a non-probability sampling technique, with the Slovin formula, a sample of 225 permanent employees was found. Selected using a non-probability sampling technique. The data analysis method utilized in this research is Structural Equation Modeling-Partial Least Square (SEM-PLS). The findings reveal that cross-cultural employee competence has a positive and significant influence on employee performance. Similarly, work motivation significantly and positively affects employee performance. However, cross-cultural employee competence does not exhibit a statistically significant influence on corporate ethics. Likewise, work motivation does not have a statistically significant impact on corporate ethics. Corporate ethics, in turn, does not demonstrate a statistically significant influence on employee performance. Moreover, cross-cultural employee competence does not show a statistically significant effect on employee performance through corporate ethics as a mediating variable. Work motivation also does not show a statistically significant impact on employee performance through corporate ethics as a mediating variable. In conclusion, both cross-cultural competence and work motivation significantly influence employee performance, but their impact on corporate ethics and the mediation effect through corporate ethics is not statistically significant. It is recommended that organizations should focus on creating an environment that supports cultural adaptation and motivation by evaluating and strengthening ethical practices.

Keywords: employee cross-cultural, corporate ethics, motivation, employee performance

ABSTRAK

Penelitian ini bertujuan mengetahui pengaruh karyawan lintas budaya dan motivasi terhadap kinerja karyawan melalui etika lembaga di Bank Indonesia. Populasi penelitian ini adalah seluruh karyawan tetap Bank Indonesia dengan teknik pengambilan sampel *non-probability sampling*, dengan rumus slovin ditemukan sampel sebanyak 225 karyawan tetap. Metode analisis data yang digunakan adalah *Structural Equation Model-Partial Least Square* (SEM-PLS). Hasil penelitian kompetensi lintas budaya karyawan memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Motivasi kerja berpengaruh signifikan dan positif terhadap kinerja karyawan. Kompetensi lintas budaya karyawan menunjukkan pengaruh yang tidak signifikan secara statistik dengan etika perusahaan. Motivasi kerja memiliki pengaruh yang tidak signifikan secara statistik dengan etika perusahaan. Etika lembaga memiliki pengaruh yang tidak signifikan secara statistik dengan kinerja karyawan. Kompetensi lintas budaya karyawan tidak menunjukkan pengaruh signifikan secara statistik terhadap kinerja karyawan melalui etika lembaga sebagai variabel mediasi. Motivasi kerja tidak menunjukkan pengaruh signifikan secara statistik terhadap kinerja karyawan melalui etika perusahaan sebagai variabel mediasi. Kesimpulan baik kompetensi lintas budaya maupun motivasi kerja berpengaruh signifikan terhadap kinerja karyawan, dampaknya terhadap etika lembaga dan efek mediasi melalui etika lembaga tidak signifikan secara statistik. Disarankan organisasi harus fokus dalam menciptakan lingkungan yang mendukung adaptasi budaya dan motivasi, dengan mengevaluasi dan memperkuat praktik etika.

Kata Kunci: lintas budaya, etika lembaga, motivasi, kinerja karyawan