

PENGARUH BUDAYA ORGANISASI, KOMPENSASI, DAN MOTIVASI TERHADAP KINERJA KARYAWAN DI STIKES WIRA HUSADA YOGYAKARTA

INTISARI

Penelitian ini membahas mengenai Pengaruh budaya organisasi, kompensasi, motivasi berprestasi, motivasi berafiliasi dan motivasi berkuasa terhadap kinerja karyawan serta mengetahui motivasi apa yang paling dominan mempengaruhi kinerja karyawan di STIKES Wira Husada Yogyakarta.

Populasi dalam penelitian ini adalah seluruh karyawan tetap di STIKES Wira Husada Yogyakarta dengan jumlah total populasi sebanyak 78 orang namun yang terkumpul sebanyak 72 orang. Data dikumpulkan dengan metode survei, yaitu dengan memberikan kuesioner secara langsung kepada responden. Teknik analisis data menggunakan regresi berganda yang dioperasikan melalui program SPSS.

Hasil penelitian ini menunjukkan bahwa secara parsial budaya organisasi tidak berpengaruh terhadap kinerja, kompensasi tidak berpengaruh terhadap kinerja, motivasi berprestasi tidak berpengaruh terhadap kinerja, motivasi berafiliasi tidak berpengaruh terhadap kinerja dan motivasi berkuasa berpengaruh terhadap kinerja karyawan. Secara bersama-sama variabel budaya organisasi, kompensasi, motivasi berprestasi, motivasi berafiliasi dan motivasi berkuasa berpengaruh terhadap kinerja. Motivasi yang paling dominan mempengaruhi kinerja karyawan adalah motivasi berkuasa.

Kata Kunci : Budaya Organisasi, Kompensasi, Motivasi Berprestasi, Motivasi Berafiliasi, Motivasi Berkuasa, Kinerja.

EFFECT OF ORGANIZATIONAL CULTURE, COMPENSATION, AND
MOTIVATION TO PERFORMANCE OF EMPLOYEES IN STIKES WIRA
HUSADA OF YOGYAKARTA

ABSTRACT

This study discusses the Influence of organizational culture, compensation, motivation Achievement, affiliated motivation and power motivation on employee performance and to know what the motivation was the most dominant influence employee performance in STIKES Wira Husada of Yogyakarta.

The population in this study are all permanent employees in STIKES Wira Husada of Yogyakarta, with a total population of more than 78 people but collected as many as 72 people. Data collected by survey method by questionnaire directly to the respondent. Technical analysis of data using multiple regression operated by SPSS.

The results of this study showed that partially organizational culture does not affect the performance, compensation does not affect the performance, achievement motivation does not affect performance, motivation affiliated does not affect the performance and motivation of powerful influence on employee performance. Taken together the variables of organizational culture, compensation, achievement motivation, motivation affiliated and motivation powerful effected on performance. Motivation is the most dominant influence on employee performance is a powerful motivation.

Keywords: Organizational Culture, Compensation, Moivasi Achievement, Motivation Affiliated, Powerful Motivation, Performance.