

## INTISARI

Tujuan dalam penelitian ini adalah untuk melihat pengaruh dari iklim organisasi, *need for achievement*, *need for affiliation*, *need for power*, dan keadilan kompensasi terhadap kinerja pegawai Badan Pusat Statistik Provinsi Daerah Istimewa Yogyakarta. Obyek penelitian adalah seluruh pegawai pada BPS Provinsi DIY yang berjumlah 81 orang. Pengumpulan data dilakukan dengan membagikan kuesioner yang ditujukan kepada pegawai untuk memperoleh jawaban persepsi responden untuk setiap item pernyataan dari variabel. Dari keseluruhan kuesioner yang disebar, ada 76 kuesioner yang kembali dan siap olah. Metode analisis data menggunakan analisis regresi berganda untuk menguji pengaruh iklim organisasi, *need for achievement*, *need for affiliation*, *need for power*, dan keadilan kompensasi terhadap kinerja.

Pengujian secara parsial menunjukkan bahwa iklim organisasi, *need for affiliation*, *need for power*, dan keadilan kompensasi mempunyai pengaruh positif signifikan terhadap kinerja pegawai BPS Provinsi DIY. Sementara itu *need for achievement* tidak berpengaruh terhadap kinerja pegawai BPS Provinsi DIY. Pengujian secara simultan menunjukkan iklim organisasi, *need for achievement*, *need for affiliation*, *need for power*, dan keadilan kompensasi mempunyai pengaruh positif signifikan terhadap kinerja pegawai BPS Provinsi DIY. *Need for affiliation* mempunyai pengaruh yang dominan terhadap kinerja pegawai BPS Provinsi DIY.

Kata Kunci: iklim organisasi, *need for achievement*, *need for affiliation*, *need for power*, keadilan kompensasi, dan kinerja

## ABSTRACT

*The purpose of this research is to look at the effect of organizational climate, the need for achievement, the need for affiliation, the need for power, and equity compensation on the performance of the employees of BPS Special Province of Yogyakarta. The objects of this research are all employees in BPS DIY totaling 81 people. The data collection was conducted by distributing questionnaires addressed to the employees to obtain an answer for each item of respondents' perception of the variable statement. Of the total questionnaires distributed, 76 questionnaires were returned and readily processed. The data analysis method used was multiple regression analysis to examine the effect of organizational climate, the need for achievement, the need for affiliation, the need for power, and equity compensation on performance.*

*The test conducted partially showed that organizational climate, the need for affiliation, and the need for power, and equity compensation have a significant positive impact on the performance of the employees of BPS DIY. On the other hand, the need for achievement does not affect the performance of the employees of BPS DIY. While the test conducted simultaneously showed that organizational climate, the need for achievement, the need for affiliation, the need for power, and equity compensation have a significant positive impact on the performance of the employees of BPS DIY. The need for affiliation has a dominant influence on the performance of the employees of BPS DIY.*

*Keywords: organizational climate, need for achievement, need for affiliation, need for power, equity compensation, and performance*