

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *performance appraisal*, partisipasi, kompensasi, budaya organisasi, stress kerja, internal *locus of control* and eksternal *locus of control* terhadap kinerja. Penelitian ini menggunakan kinerja sebagai variabel dependen dan *performance appraisal*, partisipasi, kompensasi, budaya organisasi, stress kerja, internal *locus of control* and eksternal *locus of control* sebagai variabel independen. Sampel yang digunakan adalah karyawan dan dosen universitas swasta di Yogyakarta. Penelitian ini menggunakan metode insidental. Data yang digunakan adalah data primer. Berdasarkan pada proses distribusi kuisioner, 150 responden didapatkan. Pengolahan data menggunakan SPSS 16.0 dan metode analisis yang digunakan adalah analisis regresi berganda. Hasil penelitian ini menunjukkan *performance appraisal*, partisipasi, kompensasi dan budaya organisasi berpengaruh positif terhadap kinerja. Stres kerja berpengaruh negative terhadap kinerja. Internal *locus of control* and eksternal *locus of control* tidak berpengaruh terhadap kinerja.

Kata kunci : *Performance Appraisal*, Partisipasi, Kompensasi, Budaya Organisasi, Stress Kerja, Internal *Locus of Control*, Eksternal *Locus of Control* dan Kinerja

ABSTRACT

This study aims to determine the effect of performance appraisal, participation, compensation, organizational culture, work stress, internal locus of control and external locus of control on performance. This study uses performance as the dependent variable and appraisal performance, participation, compensation, organizational culture, work stress, internal locus of control and external locus of control as independent variables. The sample used was employees and lecturers of private universities in Yogyakarta. This research uses incidental method. The data used are primary data. Based on the questionnaire distribution process, 150 respondents were obtained. Data processing using SPSS 16.0 and the analytical method used is multiple regression analysis. The results of this study indicate that performance appraisal, participation, compensation and organizational culture have a positive effect on performance. Job stress has a negative effect on performance. Internal locus of control and external locus of control do not affect performance.

Keywords: Performance Appraisal, Participation, Compensation, Organizational Culture, Work Stress, Internal Locus of Control, External Locus of Control and performance