ABSTRAK

Irfandi Tamrin, 2022. Pengaruh Budaya Organisasional Dan *Knowledge Sharing* Terhadap Kinerja Pegawai Pada Badan Meteorologi, Klimatologi, Dan Geofisika Kota Ternate. Ketua: Adnan Rajak, Aggota Komisi: Ruslan Kamis.

Tujuan penelitian ini adalah: (1) Mengetahui dan Menganalisis pengaruh budaya organisasi secara positif dan signifikan terhadap Kinerja Pegawai Badan Meteorologi, Klimatologi, Dan Geofisika (BMKG) Kota Ternate; (2) Mengetahui dan Menganalisis pengaruh *knowledge sharing* secara positif dan signifikan terhadap Kinerja Pegawai Pada BMKG Kota Ternate; dan (3) Mengetahui dan Menganalisis pengaruh Budaya organisasi dan *knowledge sharing* secara simultan terhadap Kinerja Pegawai Pada Pada BMKG Kota Ternate. Jumlah sampel penelitian adalah sebanyak 31 orang pegawai BMKG Kota Ternate. Alat uji yang digunakan adalah analisis regresi linear berganda *(multiple regression)* dengan menggunakan *statistical package for social scientists (SPSS)* sebagai alat uji statistik.

Hasil penelitian menunjukan bahwa: (1) Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai pada BMKG Kota Ternate; (2) *Knowledge Sharing* berpengaruh positif dan signifikan terhadap Kinerja Pegawai pada BMKG Kota Ternate; dan (3) Budaya organisasi dan *Knowledge Sharing* berpengaruh positif dan signifikan secara simultan terhadap Kinerja Pegawai pada BMKG Kota Ternate. Selain itu, variabel yang dominan berpengaruh terhadap kinerja pegawai adalah variabel knowledge sharing.

Kata Kunci: Budaya Organisasi, *Knowledge Sharing*, dan Kinerja Pegawai

ABSTRACT

Irfandi Tamrin, 2022. *The Influence of Organizational Culture and Knowledge Sharing on Employee Performance at the Meteorology, Climatology and Geophysics Agency of Ternate City. Chairman*: **Adnan Rajak**, *Member of the Commission:* **Ruslan A. Kamis.**

The purpose of this study are: (1) Analyzing the influence of Organizational Culture on the performance of civil servants at the Meteorology, Climatology and Geophysics Agency of Ternate City (MCGA); (2) To analyze the influence of Knowledge Sharing on the performance of of civil servants at the MCGA of Ternate City; and (3) Analyzing the influence of work organizational culture and Knowledge Sharing simultaneously on the performance of of civil servants at the MCGA of Ternate City. The number of sample is 31 employees. The test equipment used is multiple regression analysis using statistical package for social scientists (SPSS) as a statistical test tool.
The result of the research shows that: (1) Organizational Culture has a positive and significant influence partially on the performance of civil servants at the MCGA of Ternate City; (2) Knowledge Sharing has a positive and significant influence partially on the performance of civil servants at the MCGA of Ternate City. and (3) Organizational Culture (X1) and Knowledge Sharing (X2) simultaneously have a positive and significant effect on civil servants at the Office of MCGA of Ternate City. This result is based on a F value greater than F table or a smaller significance value (0,000) of alpha value (0.05). In addition, the dominant variable affecting employee performance is the knowledge sharing variable.

Keywords: Organizational Culture, Knowledge Sharing and Performance of Civil Servants.