

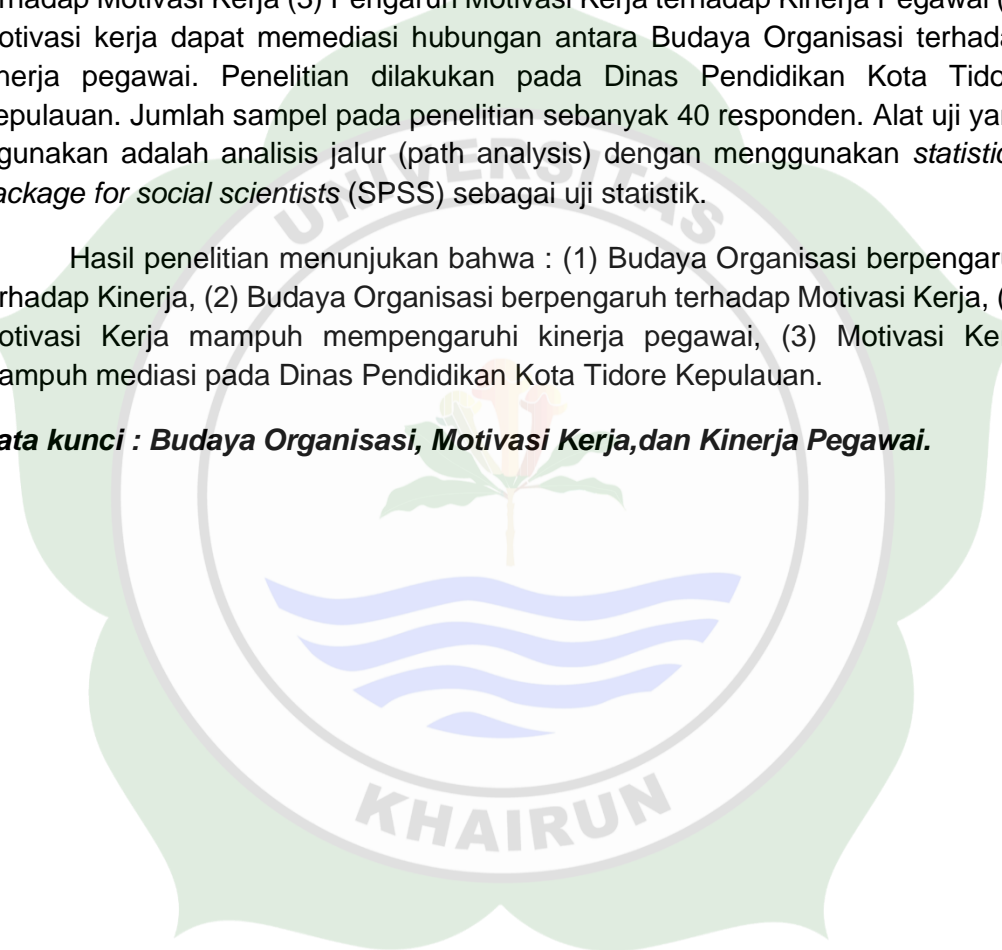
ABSTRAK

Wiranto Jumran, 2022. Pengaruh Budaya Organisasi Terhadap Kinerja Pegawai Melalui Motivasi Kerja Pada Dinas Pendidikan Kota Tidore Kepulauan. Pembimbing I : Muhammad Asril Arilaha. Pembimbing II : Fadhliah M. Alhadar.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh budaya organisasi terhadap kinerja pegawai melalui motivasi kerja pada Dinas Pendidikan Kota Tidore Kepulauan yang terdiri dari 4 hipotesis, (1) Pengaruh Budaya Organisasi terhadap Kinerja Pegawai (2) Pengaruh Budaya Organisasi terhadap Motivasi Kerja (3) Pengaruh Motivasi Kerja terhadap Kinerja Pegawai (4) Motivasi kerja dapat memediasi hubungan antara Budaya Organisasi terhadap kinerja pegawai. Penelitian dilakukan pada Dinas Pendidikan Kota Tidore Kepulauan. Jumlah sampel pada penelitian sebanyak 40 responden. Alat uji yang digunakan adalah analisis jalur (path analysis) dengan menggunakan *statistical package for social scientists* (SPSS) sebagai uji statistik.

Hasil penelitian menunjukkan bahwa : (1) Budaya Organisasi berpengaruh terhadap Kinerja, (2) Budaya Organisasi berpengaruh terhadap Motivasi Kerja, (3) Motivasi Kerja mampu mempengaruhi kinerja pegawai, (3) Motivasi Kerja mampu mediasi pada Dinas Pendidikan Kota Tidore Kepulauan.

Kata kunci : Budaya Organisasi, Motivasi Kerja, dan Kinerja Pegawai.



ABSTRACT

Wiranto Jumran, 2022. *The Influence of Organizational Culture on Employee Performance Through Work Motivation at the Education Office of the City of Tidore Islands. Supervisor I: Muhammad Asril Arilaha. Advisor II: Fadhliah M. Alhadar.*

This study aims to determine and analyze the influence of organizational culture on employee performance through work motivation at the Tidore Islands City Education Office which consists of 4 hypotheses (1) the influence of organizational culture on employee performance (2) the influence of organizational culture on work motivation (3) the influence of motivation Work on employee performance (4) Work motivation can mediate the relationship between Organizational Culture on employee performance. The research was conducted at the Tidore Islands City Education Office. The number of samples in the study were 40 respondents. The test tool used is path analysis using the statistical package for social scientists (SPSS) as a statistical test.

The results showed that: (1) Organizational Culture has an effect on performance, (2) Organizational culture has an effect on work motivation, (3) work motivation can influence employee performance, (4) work motivation can mediate at the Tidore Islands City Education Office.

Keywords : Organizational Culture, Work Motivation, and Employee Performan.

