

ABSTRAK

Sulis Tyawati Cahyu Dini, 2024. Pengaruh Etos Kerja dan Budaya Kerja terhadap Kinerja Pegawai Biro Organisasi Dan Biro Umum Di Sekretariat Daerah Provinsi Maluku Utara. Ketua Komisi : Zulkifli, Anggota Komisi : Zulaiha Husen.

Tujuan penelitian ini adalah: (1) Untuk mengetahui dan menganalisis pengaruh etos kerja terhadap kinerja pegawai biro organisasi dan biro umum di sekretariat daerah provinsi maluku utara, (2) Untuk mengetahui dan menganalisis pengaruh budaya kerja terhadap kinerja pegawai biro organisasi dan biro umum di sekretariat daerah provinsi maluku utara. Penelitian ini merupakan penelitian kuantitatif, dan (3) Untuk mengetahui dan menganalisis pengaruh etos kerja dan budaya kerja terhadap kinerja pegawai biro organisasi dan biro umum di sekretariat daerah provinsi maluku utara. Jumlah sampel penelitian ini adalah sebanyak 98 orang pegawai biro organisasi dan biro umum di sekretariat daerah provinsi maluku utara. Alat uji yang digunakan adalah analisis regresi linear berganda (*multiple regression*) dengan menggunakan *statistical package for sosial scientists* (SPSS) sebagai alat uji statistik.

Hasil penelitian ini menunjukkan bahwa: (1) Etos kerja berpengaruh positif dan signifikan terhadap kinerja pegawai biro organisasi dan biro umum di sekretariat daerah provinsi maluku utara. Hasil penelitian ini berarti bahwa, semakin baik etos kerja maka semakin baik juga kinerja yang dihasilkan pegawai, (2) Budaya kerja berpengaruh positif dan signifikan terhadap kinerja pegawai biro organisasi dan biro umum di sekretariat daerah provinsi maluku utara. Hasil penelitian ini berarti bahwa, budaya yang diterapkan pada pegawai dapat mempengaruhi kinerja pegawai, dan (3) Etos kerja dan Budaya kerja berpengaruh positif signifikan terhadap kinerja pegawai biro organisasi dan biro umum di sekretariat daerah provinsi maluku utara.

Kata kunci: Etos Kerja, Budaya Kerja, dan Kinerja Pegawai

ABSTRACT

Sulis Tyawati Cahyu Dini, 2024. The Influence of Work Ethic and Work Culture on the Performance of Employees of the Organizational Bureau and General Bureau of the Regional Secretariat of North Maluku Province. Commission Chair: Zulkifli, Commission Member: Zulaiha Husen.

The objectives of this research are: (1) To determine and analyze the influence of work ethic on the performance of employees of organizational bureaus and general bureaus at the regional secretariat of North Maluku province, (2) To determine and analyze the influence of work culture on the performance of employees of organizational bureaus and general bureaus at the regional secretariat of North Maluku province. This research is quantitative research, and (3) To determine and analyze the influence of work ethic and work culture on the performance of employees of organizational bureaus and general bureaus at the regional secretariat of North Maluku province. The number of samples in this research were employees of the organizational bureau and general bureau at the regional secretariat of North Maluku province, totaling 98 people. The test tool used is multiple linear regression analysis using the statistical package for social scientists (SPSS) as a statistical test tool.

The results of this research show that: (1) Work ethic has a positive and significant effect on the performance of employees of organizational bureaus and general bureaus in the regional secretariat of North Maluku province. The results of this research mean that the better the work ethic, the better the performance produced by employees, (2) Work culture has a positive and significant effect on the performance of employees of organizational bureaus and general bureaus at the regional secretariat of North Maluku province. The results of this research mean that the culture applied to employees can influence employee performance, and (3) Work ethic and Work culture have a positive and significant effect on the performance of employees of organizational bureaus and general bureaus in the regional secretariat of North Maluku province.

Keywords: Work Ethic, Work Culture, and Employee Performance