

ABSTRAK

Budaya organisasi yang kuat akan memiliki pengaruh yang besar terhadap perilaku anggota-anggotanya karena dapat membangun kekompakan, loyalitas dan komitmen keorganisasian, serta dapat meningkatkan motivasi staf yang pada akhirnya diharapkan dapat berpengaruh terhadap kinerja pegawai. Belum optimalnya penerapan budaya organisasi, pola pikir, budaya kerja dan perilaku Sumber Daya Manusia (SDM); serta pelayanan prima yang belum sepenuhnya terwujud terhadap pengguna data statistik di BPS Provinsi Lampung, mendorong peneliti untuk melakukan penelitian lebih lanjut tentang “Pengaruh Budaya Organisasi, Komitmen Organisasi dan Motivasi terhadap Kinerja Pegawai BPS Provinsi Lampung”.

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi, komitmen organisasi dan motivasi terhadap kinerja pegawai BPS Provinsi Lampung. Data dalam penelitian ini dikumpulkan melalui penyebaran kuesioner pada 75 orang pegawai BPS Provinsi Lampung.

Hasil penelitian ini menunjukkan bahwa : 1) budaya organisasi berpengaruh positif namun tidak signifikan terhadap kinerja pegawai BPS Provinsi Lampung, 2) komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai BPS Provinsi Lampung, 3) motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai BPS Provinsi Lampung serta 4) Secara simultan budaya organisasi, komitmen organisasi dan motivasi berpengaruh secara positif dan signifikan terhadap kinerja pegawai BPS Provinsi Lampung. Koefisien regresi variabel budaya organisasi, komitmen organisasi dan motivasi bertanda positif (+) menandakan hubungan yang searah, hal ini menunjukkan bahwa budaya organisasi, komitmen organisasi dan motivasi akan meningkatkan kinerja pegawai BPS Provinsi Lampung. Korelasi atau hubungan antara budaya organisasi, komitmen organisasi dan motivasi dengan kinerja pegawai BPS Provinsi Lampung cukup kuat sebesar ($r = 0,591$) dan koefisien determinasi atau angka Adjusted R Square sebesar 0,321.

Kata Kunci : Budaya organisasi, komitmen organisasi, motivasi dan kinerja pegawai

ABSTRACT

A strong organizational culture will have a major influence on the behavior of its members because it can build solidarity, loyalty and organizational commitment, and also increase the staff's motivation which at the end are expected to affect the employee performance. The non-optimal application of organizational culture, mindset, working culture and the behavior of its human resources; as well as the excellent service that has not been fully implemented to the users of statistical data in BPS-Statistics of Lampung Province, encourage the researcher to conduct more research on "The Influence of Organizational Culture, Organizational Commitment and Motivation towards Employee Performance of BPS-Statistics of Lampung Province" .

The research aims to analyze the influence of organizational culture, organizational commitment and motivation towards employee performance. The data in this research were collected by distributing questionnaires to 75 employees at BPS-Statistics of Lampung Province.

The result shows that : 1) organizational culture has a positive but not significant influence on employee performance, 2) organizational commitment has a positive and significant influence on employee performance, 3) motivation has a positive and significant influence on employee performance and 4) Simultaneously, organizational culture, organizational commitment and motivation have positive and significant influence on employee performance. The regression coefficient of the variable organizational culture, organizational commitment and motivation is positive (+) which indicates a positive relationship or in other words, the increasing of organizational culture, organizational commitment and motivation will also cause the improvement towards employee performance at BPS-Statistics of Lampung Province. Correlation or relationship between organizational culture, organizational commitment and motivation to employee performance in BPS-Statistics of Lampung Province is high at ($r = 0,591$) and the coefficient of determination or Adjusted R Square is 0,321.

Keywords: organizational culture, organizational commitment, motivation and employee performance.