

## Abstrak

### PENGARUH BUDAYA KERJA DAN KEPEMIMPINAN TERHADAP KINERJA PEGAWAI NEGERI SIPIL DI LINGKUNGAN UNIVERSITAS LAMPUNG (Studi pada Biro Akademik dan Kemahasiswaan Universitas Lampung)

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Tujuan penelitian ini adalah untuk 1) Mengetahui pengaruh budaya kerja terhadap kinerja pegawai di Biro Akademik dan Kemahasiswaan Universitas Lampung. 2) Mengetahui pengaruh kepemimpinan terhadap kinerja pegawai di Biro Akademik dan Kemahasiswaan Universitas Lampung dan 3) Mengetahui pengaruh budaya kerja dan kepemimpinan secara bersama-sama terhadap kinerja pegawai di Biro Akademik dan Kemahasiswaan Universitas Lampung. Penelitian ini menguji Variabel Independen (Budaya Kerja dan Kepemimpinan) terhadap Variabel Dependen (Kinerja) pada Biro Akademik dan Kemahasiswaan Universitas Lampung.

Hasil penelitian ini menunjukkan bahwa penghitungan budaya kerja terhadap kinerja pegawai memberikan hasil bahwa secara parsial budaya kerja berpengaruh signifikan terhadap kinerja pegawai. Nilai  $t$  hitung budaya kerja sebesar 2,638 atau 26,38 %. Penghitungan kepemimpinan terhadap kinerja pegawai secara parsial menunjukkan bahwa kepemimpinan berpengaruh signifikan terhadap kinerja pegawai sebesar 6,542 atau 65,42% atau berpengaruh cukup kuat. Penghitungan pengaruh budaya kerja dan kepemimpinan terhadap kinerja pegawai memberikan hasil bahwa secara simultan didapat hasil  $F_{\text{Hitung}} > F_{\text{Tabel}}$ , maka pada penelitian ini  $H_a$  diterima atau secara simultan Budaya Kerja dan Kepemimpinan berpengaruh signifikan Terhadap Kinerja Pegawai.

Kata Kunci : Budaya Kerja, Kepemimpinan, Kinerja, Biro Akademik dan Kemahasiswaan Universitas Lampung.

## Abstract

### INFLUENCE OF CULTURE WORK AND LEADERSHIP TO GOVERNMENT EMPLOYER PERFORMANCE IN LAMPUNG UNIVERCITY (Study at Department of Academic and Student in Lampung Univercity)

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The Purpose of this research is to 1) Knowing influence of Culture Work for Government Employers at Department of Academic and Student in Lampung Univercity. 2) Knowing the influence of leadership on the performance of employees in the Academic and Student Affairs Bureau, University of Lampung and 3) Knowing the influence of work culture and leadership work together on employee performance in the Academic and Student Affairs Bureau, University of Lampung. This study examined the independent variables (Work Culture and Leadership) against Dependent Variable (Performance) at the Academic and Student Affairs Bureau, University of Lampung.

These results indicate that the calculation of workplace culture on employee performance provide results that partially work culture have a significant effect on employee performance. T value the work culture of 2,638 or 26.38%. Calculation of leadership to employee performance partially shows that the leadership have a significant effect on the performance of employees amounted to 6.542 or 65.42% or an impact strong enough. Calculation of the influence of work culture and leadership to employee performance gives results that simultaneously obtained results  $F_{count} > F_{table}$ , then in this result  $H_a$  received or simultaneously Work Culture and Leadership significant effect Against Employee Performance.

Keywords: Work Culture, Leadership, Performance, Academic and Student Affairs Bureau, University of Lampung.