

ABSTRAK

**PENGARUH BUDAYA ORGANISASI DAN KEPUASAN KERJA
TERHADAP KINERJA KARYAWAN PDAM TIRTADHARMA
KABUPATEN SLEMAN PROVINSI DAERAH ISTIMEWA YOGYAKARTA**

Studi Kasus pada Karyawan PDAM Tirtadharma Kabupaten Sleman Provinsi Daerah
Istimewa Yogyakarta

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Universitas Sanata Dharma

Yogyakarta, 2013

Penelitian ini bertujuan untuk meneliti pengaruh budaya organisasi dan kepuasan kerja terhadap kinerja karyawan PDAM Tirtadharma. Populasi dalam penelitian ini adalah seluruh karyawan PDAM Tirtadharma Kabupaten Sleman sebanyak 41 responden. Teknik pengumpulan data dengan menggunakan kuesioner yang didistribusikan kepada seluruh *population*. Analisis data menggunakan teknik analisis regresi berganda. Hasil penelitian ini menunjukkan bahwa budaya organisasi berpengaruh positif terhadap kinerja karyawan. Kepuasan kerja berpengaruh secara positif terhadap kinerja karyawan. Hasil penelitian juga menunjukkan bahwa budaya organisasi dan kepuasan kerja berpengaruh secara simultan terhadap kinerja karyawan PDAM Tirtadharma Kabupaten Sleman.

Kata kunci: Budaya Organisasi, Persepsi Karyawan, Kepuasan Kerja, Kinerja Karyawan.

ABSTRACT

**THE EFFECT OF ORGANIZATIONAL CULTURE AND JOB
SATISFACTION OF EMPLOYEES ON THEIR PERFORMANCE OF PDAM
TIRTADHARMA SLEMAN DISTRICT REGION DAERAH ISTIMEWA
YOGYAKARTA**

Case Studies on Employee of PDAM Tirtadharma Sleman district Daerah Istimewa
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This study aimed to examine the influence of organizational culture and job satisfaction on the employees performance of PDAM Tirtadharma. The population in this study was all employees of PDAM Tirtadharma Sleman by 41 respondents. Data collection techniques used is questionnaires distributed to the research. The analysis of data technical used is multiple regression analysis techniques. The results of this study indicate that the positive influence of organizational culture on employee performance. The job satisfaction has a positive impact on employee performance. The results also show that of organizational culture and job satisfaction affect employee performance simultaneously.

Keywords: Organizational Culture, Employee Perceptions, Job Satisfaction, Employee Performance.