

ABSTRAK

HUBUNGAN PERSEPSI MENGENAI BUDAYA ORGANISASI DAN *LOCUS OF CONTROL* DENGAN KINERJA KARYAWAN**Studi kasus pada PD Taru Martani 1918 CIGAR VAN JAVA Yogyakarta****Gregorius Triniji Tri Purbowaseso****Universitas Sanata Dharma****Yogyakarta****2008**

Tujuan Penelitian ini untuk mengetahui hubungan antara persepsi karyawan terhadap budaya organisasi dan *locus of control* dengan kinerja karyawan secara simultan, parsial, dan dominasi variabel.

Analisis data yang digunakan adalah korelasi ganda, korelasi parsial dan korelasi *Product Moment*. Korelasi ganda digunakan untuk meneliti hubungan antara persepsi karyawan terhadap budaya organisasi dan *locus of control* dengan kinerja karyawan secara simultan. Korelasi parsial digunakan untuk meneliti hubungan antara persepsi karyawan terhadap budaya organisasi dan *locus of control* dengan kinerja karyawan secara parsial. Korelasi *Product Moment* digunakan untuk meneliti dominasi variabel dengan kinerja karyawan.

Hasil penelitian pertama menunjukkan bahwa budaya organisasi dan *locus of control* secara bersama-sama (simultan) mempunyai hubungan yang signifikan dengan kinerja karyawan. Hasil penelitian kedua menunjukkan bahwa budaya organisasi dan *locus of control* secara parsial mempunyai hubungan yang signifikan dengan kinerja karyawan. Hasil penelitian ketiga menunjukkan bahwa variabel budaya organisasi merupakan variabel yang dominan, hal ini ditunjukkan dengan koefisien korelasi budaya organisasi sebesar 0,600 dan koefisien korelasi *locus of control* sebesar 0,483.

ABSTRACT

The Correlation between Employee Perception of Organization Culture And Locus of Control towards Employees Performance A Case Study at PD Taru Martani 1918 CIGAR VAN JAVA Yogyakarta

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The purposes of this research were to examine (1) the correlation between employee perception of organization culture and locus of control with employee performance both simultaneously and partially, (2) the dominant variable correlated with employee performance.

The data was analysed using Multiple Correlation, Partial Correlation and Pearson Product Moment Correlation. Multiple Correlation was used to analyze the correlation between employee perception of organization culture and locus of control towards employees performance simultaneously. The Partial Correlation was used to analyze the correlation between employee perception of organization culture and locus of control with employees performance partially. The Pearson Product Moment was used to find out the dominant variable correlated with employees performance.

The research found that organization culture and locus of control correlation simultaneously and partially towards employees performance. The research also found that the dominant variable correlated with employees performance was the employee perception of organization culture shown by the coefficient of 0,600.