

## ABSTRAK

### **PENGARUH BUDAYA ORGANISASI DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN**

Studi Kasus pada guru dan karyawan di Sekolah Mardi Waluya 2 Sukabumi

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Penelitian ini bertujuan untuk mengetahui apakah budaya organisasi dan motivasi kerja berpengaruh terhadap kinerja karyawan. Penelitian ini dilakukan pada bulan Juni 2018 di Sekolah Mardi Waluya 2 Sukabumi. Populasi dalam penelitian adalah guru dan karyawan Sekolah Mardi Waluya 2 Sukabumi. Pengambilan sampel menggunakan teknik sampling jenuh. Data dalam penelitian ini diperoleh dengan membagikan kuesioner kepada 55 responden. Hasil penelitian ini menunjukkan bahwa budaya organisasi dan motivasi secara bersama-sama berpengaruh terhadap kinerja karyawan. Secara parsial budaya organisasi tidak berpengaruh terhadap kinerja karyawan sedangkan secara parsial motivasi berpengaruh terhadap kinerja karyawan

Kata kunci: Budaya organisasi, motivasi

ABSTRACT

**THE INFLUENCE OF ORGANIZATION CULTURE AND WORKING MOTIVATION  
ON EMPLOYEES' PERFORMANCE**

A Case Study on Teachers and Teaching-supporting Staffs of Mardi Waluya 2 Primary High School  
in Sukabumi, West Java

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The aim of this research was to find out whether organization culture and working motivation influenced performance of teachers and teaching-supporting staffs of Mardi Waluya 2 Primary High School in Sukabumi, West Java. The research was conducted in June 2018 in Mardi Waluya 2 Primary High School in Sukabumi. The population of this research consisted of 55 teachers and teaching-supporting staffs of Mardi Waluya 2 Primary High School. The sampling technique used in this research was saturation sampling. Data in this research were collected by distributing a questionnaire to 55 respondents. The result of the research showed that simultaneously the organization culture and working motivation both influenced the employees' performance. Partially, the organization culture did not influence the employees' performance, whereas the working motivation influenced the employees' performance.

Keywords : organization culture, work motivation, employee performance.

