

ABSTRAK

Khalifaturrahim, 2021. Skripsi. **Pengaruh Etos Kerja, Kepuasan Kerja dan Budaya Organisasi Terhadap Kinerja Karyawan PT. Amak Firdaus Utomo Kota Probolinggo.** Program Studi Manajemen. Fakultas Ekonomi. Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan pada PT. Amak Firdaus Utomo Kota Probolinggo dengan tujuan untuk mengetahui pengaruh etos kerja, kepuasan kerja dan budaya organisasi terhadap kinerja karyawan.

Jenis penelitian yang digunakan adalah kuantitatif, dengan variabel yang terdiri dari variabel bebas yaitu etos kerja, kepuasan kerja dan budaya organisasi dan variabel terikat yaitu kinerja karyawan. Populasi dalam penelitian ini berjumlah 122 orang bagian, bagian produksi 80 orang, bagian mekanik 10 orang, gudang dan *sparepart* 7 orang, bagian umum 8 orang, bagian lapangan 7, bagian pemasaran 3 orang, bagian listrik 5 orang, dan bagian laboratorium 2 orang. Teknik sampel yang digunakan pada penelitian ini adalah teknik *proportionsal area random sampling* yaitu teknik pengambilan sampel yang diambil dari masing-masing subpopulasi yang diambil secara acak berdasarkan proposi jumlah karyawan yang ada pada tiap subpopulasi. jadi jumlah sampel yang digunakan adalah 55 responden dengan menggunakan rumus slovin. Sumber data dalam penelitian ini adalah data primer, data dikumpulkan menggunakan kuesioner, dokumen dan diolah dengan analisis data berupa uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, koefisien determinasi, uji hipotesis dan uji dominan.

Hasil penelitian uji t (parsial) menunjukkan bahwa ada pengaruh etos kerja (X_1) kinerja karyawan (Y) dengan nilai $t_{hitung} > t_{tabel}$ ($2,703 > 1,674$) dan nilai signifikan $0,009 < 0,05$, kepuasan kerja (X_2) terhadap kinerja karyawan (Y) dengan nilai t_{hitung} ($3,794 > 1,674$) nilai signifikan $0,000 < 0,05$, dan ada pengaruh budaya organisasi (X_3) terhadap kinerja karyawan (Y) dengan nilai t_{hitung} ($2,862 > 1,674$) dan nilai signifikan $0,006 < 0,05$, uji F (simultan) menunjukkan bahwa etos kerja (X_1), kepuasan kerja (X_2) dan budaya organisasi (X_3) berpengaruh simultan terhadap kinerja karyawan (Y) dengan nilai $F_{hitung} > F_{tabel}$ ($31,669 > 2,78$) dan nilai signifikan $0,000 > 0,05$, maka H_0 ditolak dan H_a diterima, artinya variabel etos kerja, kepuasan kerja dan budaya organisasi berpengaruh secara simultan terhadap kinerja karyawan PT. Amak Firdaus Utomo Kota Probolinggo. Berdasarkan hasil analisis mengenai variabel-variabel yang mempengaruhi kinerja karyawan, terlihat bahwa yang dominan mempengaruhi kinerja karyawan adalah variabel kepuasan kerja. Hal tersebut dibuktikan berdasarkan hasil perhitungan uji parsial masing-masing variabel, dimana nilai *standardized coefficient* beta kepuasan kerja sebesar (0,403) lebih besar dibandingkan dengan etos kerja dan budaya organisasi.

Kata Kunci : Etos Kerja, Kepuasan Kerja dan Budaya Organisasi Kinerja Karyawan

ABSTRACT

Khalifaturrahim, 2021. Thesis. The Influence of Work Ethics, Job Satisfaction and Organizational Culture on Employee Performance at PT. Amak Firdaus Utomo, City of Probolinggo. Management Study Program. Faculty of Economics. Panca Marga University, Probolinggo.

This research was conducted at PT. Amak Firdaus Utomo, City of Probolinggo with the aim to determine the effect of work ethic, job satisfaction and organizational culture on employee performance.

This type of research is quantitative, with variables consisting of independent variables, namely work ethic, job satisfaction and organizational culture and the dependent variable, namely employee performance. The population in this study amounted to 122 parts, 80 people in production section, 10 people in mechanical parts, 7 people in warehouse and spare parts, 8 people in general division, 7 people in the field, 3 people in marketing, 5 people in electricity section, and 2 people in the laboratory section. The sample technique used in this research is the proportions area random sampling technique, namely the sampling technique taken from each subpopulation which is taken randomly based on the proportion of the number of employees present in each subpopulation. So the number of samples used was 55 respondents using the Slovin formula. Sources of data in this study are primary data, data were collected using questionnaires, documents and processed with data analysis in the form of validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, coefficient of determination, hypothesis testing and dominant test.

The results of the t test research (partial) show that there is an effect of work ethic (X1) on employee performance (Y) with $t_{count} > t_{table}$ ($2.703 > 1.674$) and a significant value of $0.009 < 0.05$, job satisfaction (X2) on employee performance (Y) with a t_{count} ($3,794 > 1,674$) with a significant value of $0,000 < 0.05$, and there is an influence of organizational culture (X3) on employee performance (Y) with a t_{count} ($2,862 > 1,674$) and a significant value of $0.006 < 0.05$, F test (Simultaneously) shows that work ethic (X1), job satisfaction (X2) and organizational culture (X3) have a simultaneous effect on employee performance (Y) with a value of $F_{count} > F_{table}$ ($31.669 > 2.78$) and a significant value of $0.000 > 0.05$, then H_0 is rejected and H_a is accepted, meaning that the variables work ethic, job satisfaction and organizational culture simultaneously influence the performance of the employees of PT. Amak Firdaus Utomo, City of Probolinggo. Based on the results of the analysis of the variables that affect employee performance, it can be seen that the dominant influence on employee performance is job satisfaction. This is evidenced by the results of the calculation of the partial test of each variable, where the standardized coefficient beta of job satisfaction (0.403) is greater than the work ethic and organizational culture.

*Keywords : Work Ethic, Job Satisfaction and Employee Performance
Organizational Culture*