

ABSTRAK

Astutik Widi Yeni. 2022. Skripsi. “Pengaruh Keterlibatan Kerja, Kepuasan Kerja Dan Budaya Organisasi Terhadap Kinerja Pegawai Kota Probolinggo”. Program Study Manajemen Fakultas Ekonomi Universitas Panca Marga Probolinggo.

Penelitian ini bertujuan untuk mengetahui sejauh mana variabel keterlibatan kerja, kepuasan kerja dan budaya organisasi terhadap kinerja pegawai Kota Probolinggo baik secara simultan, parsial, dan dominan.

Jenis penelitian yang digunakan adalah metode penelitian kuantitatif dengan pendekatan asosiatif. Variabel yang diteliti adalah keterlibatan kerja, kepuasan kerja dan budaya organisasi terhadap kinerja pegawai Kota Probolinggo, dengan jumlah responden sebanyak 44 responden. Metode analisis data dari hasil berupa uji validitas, reabilitas, analisis regresi berganda, uji asumsi klasik, koefisien determinasi, pengujian hipotesis.

Hasil penelitian ini menunjukkan bahwa: (1) keterlibatan kerja berpengaruh positif terhadap kinerja pegawai pada Dinas Perhubungan Kota Probolinggo, hal ini dibuktikan dengan nilai $t_{hitung} > t_{tabel}$ ($2,284 > 1,684$), signifikansi $0,000 < 0,05$ (2) kepuasan kerja berpengaruh positif terhadap kinerja pegawai pada Dinas Perhubungan Kota Probolinggo, hal ini dibuktikan dengan nilai $t_{hitung} > t_{tabel}$ ($2,411 > 1,684$), signifikansi $0,000 < 0,05$ (3) Budaya Organisasi berpengaruh positif terhadap kinerja pegawai di Dinas Perhubungan Kota Probolinggo, hal ini dibuktikan dengan nilai $t_{hitung} > t_{tabel}$ ($4,527 > 1,684$), signifikansi $0,000 < 0,05$. Hasil uji R^2 pada penelitian ini diperoleh nilai R^2 sebesar 47,4% ,sedangkan sisanya sebesar 52,6% dipengaruhi oleh faktor lain yang tidak termasuk dalam penelitian ini.

Kata Kunci : Keterlibatan Kerja, Kepuasan Kerja, Budaya Organisasi, Kinerja Pegawai.

ABSTRACT

Astutik Widi Yeni. 2022. Thesis "***The Effect of Job Involvement, Job Satisfaction and Organizational Culture on the Performance of Probolinggo City Employees***". Management Study Program, Faculty of Economics, Panca Marga Probolinggo University.

This study aims to determine the extent to which the variables of job involvement, job satisfaction and organizational culture on the performance of Probolinggo City employees simultaneously, partially, and dominantly.

The type of research used is a quantitative research method with an associative approach. The variables studied were job involvement, job satisfaction and organizational culture on the performance of Probolinggo City employees, with a total of 44 respondents. Data analysis methods from the results in the form of validity, reliability, multiple regression analysis, classical assumption test, coefficient of determination, hypothesis testing.

The results of this study indicate that: (1) work involvement has a positive effect on employee performance at the Probolinggo City Transportation Service, this is evidenced by the value of $t_{count} > t_{table}$ ($2.284 > 1.684$), a significance of $0.000 < 0.05$ (2) job satisfaction has a positive effect on employee performance at the Probolinggo City Transportation Service, this is evidenced by the value of $t_{count} > t_{table}$ ($2.411 > 1.684$), significance $0.000 < 0.05$ (3) Organizational Culture has a positive effect on employee performance at the Probolinggo City Transportation Service, this is evidenced by the t_{count} value $> t_{table}$ ($4.527 > 1.684$), significance $0.000 < 0.05$. The results of the R^2 test in this study obtained an R^2 value of 47.4%, while the remaining 52.6% was influenced by other factors not included in this study.

Keywords: *Job Involvement, Job Satisfaction, Organizational Culture, Employee Performance.*