

ABSTRAK

Setiawati, Rika. 2019. **“Pengaruh *Good Corporate Governance* dan Budaya Organisasi terhadap Kinerja Pegawai UPT. Perpustakaan pada Dinas Perhubungan Kota Probolinggo.”** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Tujuan penelitian ini adalah 1) Untuk mengetahui pengaruh antara variabel *good corporate governance* (GCG) dan budaya organisasi secara simultan terhadap kinerja pegawai UPT. Perpustakaan pada Dinas Perhubungan Kota Probolinggo. 2) Untuk mengetahui pengaruh antara variabel *good corporate governance* (GCG) dan budaya organisasi secara parsial terhadap kinerja pegawai UPT. Perpustakaan pada Dinas Perhubungan Kota Probolinggo. 3) Untuk mengetahui variabel yang berpengaruh dominan antara variabel *good corporate governance* (GCG) dan budaya organisasi terhadap kinerja pegawai UPT. Perpustakaan pada Dinas Perhubungan Kota Probolinggo.

Peneliti menggunakan kuantitatif dan mengambil sampel sebanyak 35 responden, metode pengumpulan data menggunakan kuesioner dan teknik pengambilan sampel menggunakan sampling jenuh. Alat analisis yang digunakan adalah uji kuesioner yang terdiri dari uji validitas dan uji reliabilitas, uji asumsi klasik, uji regresi berganda, uji determinasi, uji hipotesis yang terdiri dari uji t, uji F dan uji dominan.

Hasil penelitian uji validitas menunjukkan seluruh item pertanyaan valid yaitu diatas 0.344 dan hasil penelitian uji reliabilitas menunjukkan hasil reliabel yaitu diatas 0.60. Uji Normalitas menunjukkan data terdistribusi normal. Uji Multikolinieritas menunjukkan variabel bebas (X) dan variabel terikat (Y) tidak terdapat kolerasi antar variabel independen atau model regresi bebas dari multikolinieritas. Uji Heteroskedastisitas menunjukkan tidak terjadi heteroskedastisitas. Uji Autokorelasi menunjukkan tidak terjadi autokorelasi. Uji F menunjukkan bahwa variabel bebas berpengaruh secara simultan terhadap kinerja (Y). Uji t menunjukkan bahwa variabel *good corporate governance* (X₁) berpengaruh secara parsial terhadap kinerja (Y). Dan variabel budaya organisasi (X₂) berpengaruh secara parsial terhadap kinerja (Y). Penelitian ini mendukung hasil penelitian yang dilakukan oleh Fauziah (2016), Permatasari (2016) dan Taurisa (2012)

Kata kunci: *Good Corporate Governance*, Budaya Organisasi dan Kinerja.

ABSTRACT

Setiawati, Rika. 2019. "The Effect of Good Corporate Governance and Organizational Culture on UPT Employee Performance. Parking at the Probolinggo City Transportation Service." Management Study Program, Faculty of Economics, Panca Marga University Probolinggo.

The purpose of this study is 1) To determine the effect of the variables of good corporate governance (GCG) and organizational culture simultaneously on the performance of UPT employees. Parking at the Probolinggo City Transportation Office. 2) To find out the influence between the variables of good corporate governance (GCG) and organizational culture partially on the performance of UPT employees. Parking at the Probolinggo City Transportation Office. 3) To find out the variables that have dominant influence between the variables of good corporate governance (GCG) and organizational culture on the performance of UPT employees. Parking at the Probolinggo City Transportation Office.

Researchers use quantitative and take a sample of 35 respondents, the method of collecting data using a questionnaire and sampling techniques using saturated sampling. The analysis tool used is a questionnaire test consisting of validity and reliability testing, classic assumption test, multiple regression test, determination test, hypothesis test consisting of t test, F test and dominant test.

The results of the validity test show that all valid question items are above 0.344 and the reliability test results show reliable results which are above 0.60. The Normality Test shows that data is normally distributed. Multicollinearity test shows the independent variables (X) and dependent variables (Y) there is no correlation between independent variables or regression models free from multicollinearity. The Heteroscedasticity test showed no heteroscedasticity. Autocorrelation test showed no autocorrelation. The F test shows that the independent variable has a simultaneous effect on performance (Y). The t test shows that the good corporate governance variable (X1) has a partial effect on performance (Y). And the organizational culture variable (X2) has a partial effect on performance (Y). This study supports the results of research conducted by Fauziah (2016), Permatasari (2016) and Taurisa (2012)

Keywords: *Good Corporate Governance, Organizational Culture and Performance*