

## ABSTRAK

Andreani, Rani. 2018. Skripsi. **Pengaruh Budaya Organisasi Dan Disiplin Kerja Terhadap Efektifitas Kerja Perusahaan Di Kantor PT. PJB UBJ Operation & Maintenance PLTU Paiton**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian dilakukan di Kantor PT.PJB UBJ *Operation & Maintenance* PLTU Paiton dengan tujuan untuk mengetahui “Pengaruh Budaya Organisasi ( $X_1$ ) dan Disiplin Kerja ( $X_2$ ) Secara Simultan dan Parsial Terhadap Efektifitas Kerja Perusahaan (Y) di Kantor PT.PJB UBJ *Operation & Maintenance* PLTU Paiton”. Dan untuk mengetahui pengaruh dominan antara variabel budaya organisasi ( $X_1$ ) dan disiplin kerja ( $X_2$ ) terhadap efektivitas kerja perusahaan (Y) di Kantor PT.PJB UBJ *Operation & Maintenance* PLTU Paiton.

Jenis penelitian yang digunakan adalah kuantitatif, dengan variabel independen budaya organisasi ( $X_1$ ) dan disiplin kerja ( $X_2$ ), dan variabel dependen efektivitas kerja perusahaan (Y). Jumlah sampel sebanyak 72 karyawan diperoleh dari populasi yang berjumlah 259 karyawan dengan menggunakan penelitian sampel *proportionate Stratified Random Sampling* yaitu apabila populasi karyawan tidak homogen dan berstrata secara proposional. Dengan menggunakan metode analisis data menggunakan regresi linier berganda dengan uji f dan uji t.

Hasil penelitian menunjukkan bahwa budaya organisasi ( $X_1$ ) dan disiplin kerja ( $X_2$ ) berpengaruh signifikan secara simultan terhadap efektivitas kerja perusahaan (Y) di Kantor PT.PJB UBJ *Operation & Maintenance* PLTU Paiton dari perhitungan uji f diperoleh  $F_{hitung} 153.985 > F_{tabel} 2.38$  dengan nilai signifikan  $0.000^b < 0,10$  selain itu *adjusted R square* yang besar 0.817 yang berarti besarnya variabel bebas terhadap variabel terikat adalah 81,7% sedangkan sisanya yaitu 0.183 atau 18.3% dipengaruhi variabel lain, dan uji t diketahui bahwa secara parsial variabel budaya organisasi ( $X_1$ ) mempunyai pengaruh yang signifikan terhadap variabel efektivitas kerja perusahaan (Y) diperoleh perhitungan uji t sebesar  $t_{hitung} 3.272 \geq t_{tabel} 1.667$  dan variabel disiplin kerja ( $X_2$ ) mempunyai pengaruh yang signifikan terhadap variabel efektivitas kerja perusahaan (Y) dan diperoleh hasil perhitungan uji t sebesar  $t_{hitung} 7.217 \geq t_{tabel} 1.667$ . Dan variabel yang paling dominan pengaruhnya adalah variabel disiplin Kerja ( $X_2$ ).

**Kata Kunci** : Budaya Organisasi, Disiplin Kerja dan Efektivitas Kerja perusahaan

## ABSTRACT

Andreani, Rani. 2018. Thesis. **The Influence of Organizational Culture and Work Discipline on the Effectiveness of Company Work at PT. PJB UBJ Operation & Maintenance PLTU Paiton.** Management Study Program, Faculty of Economics, University of Panca Marga Probolinggo.

The research was conducted at the Office of PT. PJB UBJ Operation & Maintenance PLTU Paiton with the aim of knowing "Organizational Culture Influence (X1) and Work Discipline (X2) Simultaneously and Partially on the Effectiveness of Company Work (Y) in the Office of PT. PJB UBJ Operation & Maintenance Paiton Power Plant ". And to find out the dominant influence between the variables of organizational culture (X1) and work discipline (X2) on the work effectiveness of the company (Y) in the Office of PT. PJB UBJ Operation & Maintenance PLTU Paiton.

The type of research used is quantitative, with the independent variables of organizational culture (X1) and work discipline (X2), and the dependent variable of the company's work effectiveness (Y). The number of samples as many as 72 employees was obtained from a population of 259 employees using a proportionate sample study of Stratified Random Sampling that is if the population of employees is not homogeneous and proportionally stratified. By using the method of data analysis using multiple linear regression with f test and t test.

The results showed that organizational culture (X1) and work discipline (X2) simultaneously had a significant effect on the effectiveness of company work (Y) in the PT. PJB UBJ Office of Operation & Maintenance PLTU Paiton from the calculation of f test obtained  $F_{count} 153,985 > F_{table} 2.38$  with significant value  $0.000b < 0.10$  in addition to the adjusted R square which is large at 0.817, which means the amount of the independent variable to the dependent variable is 81.7% while the rest is 0.183 or 18.3% influenced by other variables, and the t test is known that partially the organizational culture variable (X1 ) has a significant influence on the variable work effectiveness of the company (Y) obtained the calculation of the t test of t count 3.272  $\geq$  t table 1.667 and the variable work discipline (X2) have a significant effect on the variable work effectiveness of the company (Y) and obtained the calculation of t test of t count  $7,217 \geq$  t table 1,667. And the most dominant variable of influence is the work discipline variable (X2).

Keywords: Organizational Culture, Work Discipline and Work Effectiveness of the company