

Pengaruh Motivasi, Disiplin, Dan Budaya Organisasi Terhadap Kinerja Pegawai Kantor Balai Pendidikan Dan Pelatihan Penerbangan Jayapura

ABSTRAK

Tesis ini meneliti Bagaimana membangun Motivasi, Disiplin, dan Budaya Organisasi untuk meningkatkan Kinerja Pegawai. Tujuan penelitian: 1) Untuk mengetahui dan menganalisis Pengaruh Motivasi terhadap Kinerja, 2) Untuk mengetahui dan menganalisis Pengaruh Disiplin terhadap Kinerja Pegawai, 3) Untuk mengetahui dan menganalisis Pengaruh Budaya Organisasi terhadap Kinerja Pegawai, 4) Untuk mengetahui dan menganalisis Pengaruh Motivasi, Disiplin, dan Budaya Organisasi secara simultan terhadap Kinerja Pegawai Kantor Balai Pendidikan dan Pelatihan Penerbangan Jayapura.

Jenis penelitian adalah penelitian kuantitatif, penelitian yang berlandaskan pada filsafat positivisme. Populasi dalam penelitian ini adalah seluruh pegawai Kantor Balai Pendidikan dan Pelatihan Penerbangan Jayapura baik tenaga lapangan maupun tenaga administrasi, yakni sebanyak 89 orang pegawai. Data kemudian diuji dengan uji asumsi klasik, dan hipotesis diuji dengan analisis regresi berganda; dengan bantuan aplikasi SPSS.

Temuan membuktikan bahwa, 1) Motivasi kerja berpengaruh Positif terhadap Kinerja Pegawai Kantor Balai Pendidikan dan Pelatihan Penerbangan Jayapura, 2) Disiplin Kerja berpengaruh Positif terhadap Kinerja Pegawai Kantor Balai Pendidikan dan Pelatihan Penerbangan Jayapura, 3) Budaya Organisasi berpengaruh Positif terhadap Kinerja Pegawai Kantor Balai Pendidikan dan Pelatihan Penerbangan Jayapura, 4) Motivasi kerja, Disiplin Kerja, dan Budaya Organisasi secara simultan berpengaruh terhadap Sumber Daya Manusia Pegawai Kantor Balai Pendidikan dan Pelatihan Penerbangan Jayapura, 5) Koefisien determinasi (*Adjusted R²*) nilainya sebesar 0,502 atau (50,2%).

Kata Kunci: *Budaya Organisasi, Motivasi, Disiplin, Kinerja Pegawai.*

The Effect of Motivation, Discipline, and Organizational Culture on Employee Performance at the Jayapura Aviation Education and Training Office

ABSTRACT

This thesis examines how to build motivation, discipline, and organizational culture to improve employee performance. Research Objectives: 1) To find out and analyze the Effect of Motivation on Performance, 2) To find out and analyze the Effect of Discipline on Employee Performance, 3) To find out and analyze the Effect of Organizational Culture on Employee Performance, 4) To find out and analyze the Effect of Motivation, Discipline, and a simultaneous Organizational Culture of Employee Performance at the Jayapura Aviation Education and Training Office.

This type of research is quantitative research, research that is based on the philosophy of positivism. The population in this study were all employees of the Jayapura Aviation Education and Training Office, both field workers and administrative staff, namely as many as 89 employees. The data was then tested by classical assumption test, and the hypothesis was tested by multiple regression analysis; with the help of the SPSS application.

The findings prove that, 1) Work motivation has a positive effect on Employee Performance in Jayapura Aviation Education and Training Office, 2) Positive Work Discipline on Employee Performance at Jayapura Aviation Education and Training Office Office, 3) Positive Organizational Culture on Employee Offices at Education Office Offices and Jayapura Flight Training, 4) Work Motivation, Work Discipline, and Organizational Culture simultaneously influence the Human Resources of Jayapura Flight Education and Training Office Officers, 5) The coefficient of determination (Adjusted R²) is 0.502 or (50.2%).

Keywords : *Organizational Culture, Motivation, Discipline, Employee Performance*