

ABSTRACT

This study aims to determine the effect of job satisfaction and organizational culture partially and simultaneously on employee performance. This research was conducted at Grand Kuta Hotel & Residence. The population consisted of Grand Kuta Hotel & Residence employees, as well as a sample of 52 respondents. The analysis methods used are Instrument test, classical assumption test, partial correlation analysis, multiple correlation analysis, multiple linear regression test, determination analysis, and hypothesis testing. Based on the results of the study, it can be seen that 1). Job satisfaction has a positive and significant effect on employee performance, where it is known that the t-count value of 3.370 is greater than the t-table of 2.009 and sig 0.001 is smaller than 0.05. 2). Organizational culture has a positive and significant effect on employee performance, where it is known that the t-count value of 2.801 is greater than the t-table of 2.009 and sig 0.007 is smaller than 0.05. 3). Simultaneously, job satisfaction and organizational culture have a positive and significant effect on employee performance. The regression equation $Y = 0.290 + 0.550X_1 + 0.354X_2$ and Fcount = 59.445, whose significance is 0.000, are reinforced by the coefficient of determination of 69.6%.

Keywords: Job Satisfaction, Organizational Culture, Employee Performance.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan kerja dan budaya organisasi secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Grand Kuta Hotel & Residence. Populasi menggunakan karyawan Grand Kuta Hotel & Residence dan sampel sebanyak 52 responden. Metode analisis yang digunakan adalah uji Instrumen, uji asumsi klasik, analisis korelasi parsial, analisis korelasi berganda, uji regresi linear berganda, analisis determinasi, dan uji hipotesis. Berdasarkan hasil dari penelitian dapat dilihat bahwa 1).Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana diketahui bahwa nilai t-hitung sebesar 3,370 lebih besar daripada t-tabel sebesar 2,009 dan sig 0,001 lebih kecil dari 0,05. 2).Budaya Organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana diketahui bahwa nilai t-hitung sebesar 2,801 lebih besar daripada t-tabel sebesar 2,009 dan sig 0,007 lebih kecil dari 0,05. 3).Secara simultan kepuasan kerja dan budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, persamaan regresi $Y = 0,290 + 0,550X_1 + 0,354X_2$ dan F-hitung = 59,445 dan signifikannya sebesar 0,000 dan diperkuat dengan hasil koefisien determinasi 69,6%.

Kata kunci: Kepuasan Kerja, Budaya Organisasi, Kinerja Karyawan.