

ABSTRAK

PENGARUH KARAKTERISTIK PEKERJAAN DAN TEAM WORK TERHADAP KINERJA PEGAWAI DENGAN BUDAYA ORGANISASI SEBAGAI VARIABEL INTERVENING DI DINAS SUMBER DAYA AIR BINA MARGA DAN BINA KONSTRUKSI KABUPATEN DELI SERDANG

NENENG MARDIAH

Program Studi Magister Manajemen
Fakultas Ekonomi Universitas Prima Indonesia

Tujuan penelitian ini dilakukan adalah untuk mengetahui Pengaruh Karakteristik Pekerjaan dan *Team Work* terhadap kinerja pegawai dengan Budaya Organisasi Sebagai Variabel Intervening Di Dinas Sumber Daya Air Bina Marga Dan Bina Konstruksi Kabupaten Deli Serdang. Metode yang digunakan dalam penelitian ini adalah metode deskriptif kuantitatif yang dilakukan melalui pengumpulan data menggunakan kuisioner dan analisis data pengujian statistik. Sampel yang diambil dalam penelitian ini adalah seluruh pegawai yang berjumlah 110 orang. Analisis data yang digunakan adalah analisis jalur dengan menggunakan aplikasi SPSS Statistics versi 18. Hasil penelitian menunjukkan bahwa Karakteristik pekerjaan berpengaruh terhadap budaya organisasi di Dinas Sumber Daya Air Bina Marga Dan Bina Konstruksi Kabupaten Deli Serdang. *Team work* berpengaruh terhadap budaya organisasi di Dinas Sumber Daya Air Bina Marga Dan Bina Konstruksi Kabupaten Deli Serdang. Karakteristik pekerjaan berpengaruh terhadap kinerja pegawai di Dinas Sumber Daya Air Bina Marga Dan Bina Konstruksi Kabupaten Deli Serdang. *Team Work* berpengaruh terhadap kinerja pegawai di Dinas Sumber Daya Air Bina Marga Dan Bina Konstruksi Kabupaten Deli Serdang. Budaya Organisasi berpengaruh terhadap kinerja pegawai di Dinas Sumber Daya Air Bina Marga Dan Bina Konstruksi Kabupaten Deli Serdang. Budaya organisasi mampu memediasi pengaruh karakteristik pekerjaan terhadap kinerja pegawai di Dinas Sumber Daya Air Bina Marga Dan Bina Konstruksi Kabupaten Deli Serdang. Budaya organisasi mampu memediasi pengaruh *team work* terhadap kinerja pegawai di Dinas Sumber Daya Air Bina Marga Dan Bina Konstruksi Kabupaten Deli Serdang.

Kata Kunci : Karakteristik Pekerjaan, *Team Work*, Budaya Organisasi, Kinerja

ABSTRACT

**THE INFLUENCE OF JOB CHARACTERISTICS AND TEAM
WORK ON EMPLOYEE PERFORMANCE WITH CULTURE
ORGANIZATION
AS AN INTERVENING VARIABLE AT
THE WATER RESOURCES
DEPARTMENT OF MARGA
DEVELOPMENT AND DISTRICT
CONSTRUCTION
BUILDING
SERDANG DELI**

NENENG MARDIAH

*Master of
Management Study
Program Faculty of
Economics, Prima
Indonesia University*

The purpose of this research was to determine the influence of job characteristics and team work on employee performance with organizational culture as an intervening variable in the Water Resources, Highways and Construction Services Department of Deli Serdang Regency. The method used in this research is a quantitative descriptive method which is carried out through data collection using questionnaires and statistical testing data analysis. The samples taken in this research were all 110 employees. The data analysis used was path analysis using the SPSS Statistics version 18 application. The results of the research showed that job characteristics had an influence on organizational culture at the Department of Water Resources, Highways and Construction, Deli Serdang Regency. Team work influences organizational culture at the Deli Serdang Regency Water Resources and Construction Services Department. Job characteristics influence employee performance at the Department of Water Resources, Highways and Construction, Deli Serdang Regency. Team Work influences employee performance at the Department of Water Resources, Highways and Construction, Deli Serdang Regency. Organizational culture influences employee performance at the Department of Water

Resources, Highways and Construction, Deli Serdang Regency. Organizational culture is able to mediate the influence of job characteristics on employee performance at the Water Resources Department of Highways and Construction of Deli Serdang Regency. Organizational culture is able to mediate the influence of team work on employee performance at the Water Resources Department of Highways and Construction of Deli Serdang Regency.

Keywords: *Job Characteristics, Team Work, Organizational Culture, Performance*