

ABSTRAK

Penelitian ini bertujuan teruntuk menginvestigasi dampak budaya organisasi, kompensasi, serta iklim organisasi pada kinerja Pegawai Negeri Sipil di Kantor Dinas Kependudukan serta Catatan Sipil Kota Medan. Responden yang terlibat di penelitian ini ialah PNS yang bekerja di kantor tersebut. Metode analisis yang diterapkan menggunakan teknik olah data SMART PLS. Teknik ini membantu dalam menilai validitas dan reliabilitas variabel, serta mengidentifikasi apakah variabel independen tersebut berkontribusi positif atau negatif terhadap kinerja Pegawai Negeri Sipil. Melalui pendekatan ini, diharapkan akan diperoleh penafsiran lebih mendalam mengenai beragam faktor yang berpengaruh pada kinerja Pegawai Negeri Sipil di Kantor Dinas Kependudukan dan Catatan Sipil Kota Medan.

Kata Kunci: Budaya Organisasi, Kompensasi, Iklim Organisasi, dan Kinerja Karyawan

Abstrack

This study goals to investigate the impact of organizational culture, compensation, also organizational climate on the performance of Civil Servants at the Office of Population also Civil Registry in Medan City. The respondents involved in this study are Civil Servants working in that office. The analytical method applied employs SMART PLS data processing technique. This technique assists in assessing the validity and reliability of variables, as well as identifying whether the independent variables contribute positively or negatively to the performance of Civil Servants. Through this approach, it is expected to obtain a deeper interpretation of the factors influencing the performance of Civil Servants at the Office of Population and Civil Registry in Medan City.

Keywords: Organizational Culture, Compensation, Organizational Climate, Employee Performance.