

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh budaya kerja, motivasi kerja, terhadap kinerja relawan. Selain itu, penelitian ini bertujuan untuk menganalisis pengaruh kepuasan kerja sebagai variabel intervening antara hubungan budaya kerja, motivasi kerja terhadap kinerja relawan.

Penelitian ini dilakukan dengan menggunakan metode survey dengan cara menyebarkan kuesioner kepada responden penelitian. Responden penelitian ini merupakan Pegawai Negeri Sipil (PNS) di Satuan Polisi Pamong Praja Kabupaten Aceh Barat. Alat analisis yang digunakan adalah IBM Statistcs SPSS v.23.

Hasil penelitian menunjukkan bahwa budaya kerja dan motivasi kerja tidak berpengaruh terhadap kepuasan kerja, sedangkan tunjangan kinerja berpengaruh positif terhadap kepuasan kerja. Budaya kerja, motivasi kerja dan tunjangan kinerja tidak berpengaruh terhadap kinerja pegawai, sedangkan kepuasan kerja berpengaruh terhadap kinerja pegawai. Sebagai variabel intervening, kepuasan kerja mampu memediasi pengaruh hubungan antara tunjangan kinerja terhadap kinerja pegawai. Sedangkan, hubungan antara budaya kerja dan motivasi kerja terhadap kinerja pegawai tidak dapat dimediasi oleh kepuasan kerja.

Kata Kunci: Budaya Kerja, Motivasi Kerja, Tunjangan Kinerja, Kepuasan Kerja, Kinerja Pegawai

ABSTRACT

This research aims to analyze the influence of work culture, work motivation and remuneration on employee performance. In addition, this research aims to analyze the influence of job satisfaction as an intervening variable between the relationship of work culture, work motivation and remuneration on employee performance.

This research was conducted using a survey method by distributing questionnaires to research respondents. The respondents of this research are Civil Servants (PNS) in the Satuan Polisi Pamong Praja Kabupaten Aceh West. The total sample used in this research was 70 employees. The analytical tool used in this research is IBM Statistitics SPSS v.23.

The results of this research indicates that work culture and work motivation has no effect on job satisfaction, while remuneration has a positive effect on job satisfaction. Work culture, work motivation and remuneration do not influence employee performance, while job satisfaction influences employee performance. As an intervening variable, job satisfaction is able to mediate the relationship between remuneration and employee performance. Meanwhile, the relationship between work culture and work motivation on employee performance cannot be mediated by job satisfaction.

Keywords: *Work Culture, Work Motivation, Remuneration, Job Satisfaction, Employee Performance*