

Pengaruh Budaya Organisasi dan Komitmen Organisasi terhadap Kinerja Karyawan
dengan Kepuasan Kerja Karyawan sebagai Variabel Intervening
(Studi Kasus Pada Bank Mega Branch Trans Studio di Makassar)

Fadel Yamin

Fadelamidel@gmail.com

Abstrak

Penelitian ini terkait dengan bagaimana pengaruh budaya organisasi dan komitmen organisasi terhadap kinerja karyawan dengan kepuasan kerja karyawan sebagai variabel intervening pada Bank Mega Branch Trans Studio Makassar. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh budaya organisasi terhadap kepuasan secara parsial, pengaruh komitmen organisasi terhadap kepuasan kerja secara parsial, pengaruh budaya organisasi dan komitmen organisasi terhadap kepuasan kerja secara simultan, pengaruh budaya organisasi terhadap kinerja karyawan secara parsial, pengaruh komitmen organisasi terhadap kinerja karyawan secara parsial, pengaruh budaya organisasi dan komitmen organisasi terhadap kinerja secara simultan, pengaruh kepuasan kerja terhadap kinerja karyawan, seberapa besar pengaruh secara langsung budaya organisasi terhadap kinerja karyawan melalui kepuasan kerja dengan pengaruh secara tidak langsung budaya organisasi terhadap kinerja karyawan melalui kepuasan kerja, serta seberapa besar pengaruh secara langsung komitmen organisasi terhadap kinerja karyawan melalui kepuasan kerja dengan pengaruh secara tidak langsung komitmen organisasi terhadap kinerja karyawan melalui kepuasan kerja Bank Mega Branch Trans Studio Makassar. Responden dalam penelitian ini adalah 40 karyawan Bank Mega Branch Trans Studio Makassar. Metode pengumpulan data yang digunakan adalah menggunakan kuesioner dan dalam menganalisis datanya menggunakan analisis jalur.

Hasil penelitian ini menunjukkan bahwa secara parsial ada pengaruh budaya organisasi terhadap kepuasan, secara parsial ada pengaruh signifikan komitmen organisasi terhadap kepuasan kerja, secara simultan ada pengaruh signifikan budaya organisasi dan komitmen organisasi terhadap kepuasan kerja, secara parsial tidak ada pengaruh signifikan budaya organisasi terhadap kinerja karyawan, secara parsial ada pengaruh signifikan komitmen organisasi terhadap kinerja karyawan, secara simultan ada pengaruh signifikan budaya organisasi dan komitmen organisasi terhadap kinerja, ada pengaruh kepuasan kerja karyawan secara signifikan terhadap kinerja karyawan, besarnya pengaruh secara tidak langsung budaya organisasi terhadap kinerja karyawan melalui kepuasan kerja karyawan, serta kecilnya pengaruh secara tidak langsung komitmen organisasi terhadap kinerja karyawan melalui kepuasan kerja karyawan Bank Mega Branch Trans Studio Makassar.

Kata Kunci: *Budaya Organisasi, Komitmen Organisasi, Kinerja Karyawan, Kepuasan Kerja Karyawan.*

*The Influence of Organizational Culture and Organizational Commitment to Employee Performance with Employee Job Satisfaction as Intervening Variable
(Case Study at Bank Mega Branch Trans Studio in Makassar)*

Abstract

This study related to the influence of organizational culture and organizational commitment to employee performance with employee satisfaction as an intervening variable in Bank Mega Branch Trans Studio Makassar. The purpose of this study was to investigate the influence of organizational culture on satisfaction partially, the effect of organizational commitment on job satisfaction partially, the influence of organizational culture and organizational commitment on job satisfaction simultaneously, the influence of organizational culture on employee performance partially, the effect of organizational commitment on performance employee partially, the influence of organizational culture and organizational commitment to performance simultaneously, the effect of job satisfaction on employee performance, how much direct influence of organizational culture on employee performance through job satisfaction and influence indirectly organizational culture on employee performance through job satisfaction, as well as how much direct influence organizational commitment to employee performance through job satisfaction not has a direct influence organizational commitment to employee performance through job satisfaction Mega Bank Branch Trans Studio in Makassar. Respondents in this study were 40 employees of Bank Mega in Branch Trans Studio in Makassar. Data collection methods used were a questionnaire and in analyzing the data using path analysis.

The results of this research showed that there are partially influence organizational culture against complacency, partially affect significant organizational commitment towards job satisfaction simultaneously, there influence significant organizational culture and organizational commitment, job satisfaction against partially no significant influence of organizational culture on performance of employees, partially affect significant organizational commitment against the performance of employees, simultaneously there are significant influence organizational culture and organizational commitment on performance, there the influence of job satisfaction of employees significantly to the performance of the employee, the magnitude of influence indirectly the organizational culture on performance of employees through the employee, as well as our satisfaction his little influence indirectly the performance against organizational commitment of employees through job satisfaction of employees of Bank Mega in Branch Trans Studio in Makassar.

Keywords: *Organizational Culture, Organizational Commitment, Employee Performance, Job Satisfaction.*