

Analisis Pengaruh Budaya Organisasi, Kepemimpinan, Kompensasi, dan Kompetensi terhadap Kinerja Karyawan Produksi di Waroeng Spesial Sambal (SS) Palagan, Yogyakarta

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ABSTRAK

Tujuan penelitian ini adalah menganalisis pengaruh langsung maupun tidak langsung budaya organisasi, kepemimpinan, kompensasi, dan kompetensi terhadap kinerja karyawan produksi di Waroeng Spesial Sambal (SS) Palagan, Yogyakarta. Metode penelitian yang digunakan adalah metode eksplanatori. Metode pelaksanaan yang digunakan adalah studi kasus. Cara pengambilan sampel, yaitu dengan Sampling Jenuh (Sensus) dengan jumlah responden sebanyak 31 responden. Metode analisis data menggunakan analisis jalur. Variabel bebas yang digunakan adalah budaya organisasi, kepemimpinan, kompensasi, dan kompetensi, sedangkan variabel terikatnya adalah kinerja karyawan. Hasil analisis menunjukkan bahwa variabel budaya organisasi, kepemimpinan, kompensasi, dan kompetensi secara langsung maupun tidak langsung berpengaruh terhadap kinerja karyawan di Waroeng Spesial Sambal (SS) Palagan, Yogyakarta.

Kata Kunci: Budaya Organisasi, Kepemimpinan, Kompensasi, Kompetensi, dan Kinerja Karyawan.

The Analysis on the Influence of Organizational Culture, Leadership, Compensation, and Competence to the Performance of Production Employees in Waroeng Spesial Sambal (SS) Palagan, Yogyakarta

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ABSTRACT

The purpose of this research was to analyze both the direct and indirect influence of organizational culture, leadership, compensation, and competence to the performance of production employees in Waroeng Spesial Sambal (SS) Palagan, Yogyakarta. The research method was explanatory. The implementation method used was a case study. The sample collection method was Saturated Sampling (Census) with 31 respondents. The data analysis method was path analysis. The independent variables used were organizational culture, leadership, compensation, and competence. Meanwhile, the dependent variable was the employees' performance. The analysis result showed that the variables of organizational culture, leadership, compensation, and competence directly or indirectly had significant and positive effect to the performance of production employees in Waroeng Spesial Sambal (SS) Palagan, Yogyakarta.

Keywords: Organizational Culture, Leadership, Compensation, Competence, and Employees' Performance.