

**ANALISIS PENGARUH BUDAYA ORGANISASI, GAYA KEPEMIMPINAN
DAN MOTIVASI TERHADAP KINERJA KARYAWAN PADA
THE HOUSE OF RAMINTEN KOTABARU
DAERAH ISTIMEWA YOGYAKARTA**

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ABSTRAK

Penelitian ini dilakukan di *The House of Raminten*, Kotabaru, Daerah Istimewa Yogyakarta. bertujuan untuk: (1) mendeskripsikan budaya organisasi, gaya kepemimpinan, motivasi, dan kinerja karyawan (2) menganalisis pengaruh budaya organisasi, gaya kepemimpinan, dan motivasi terhadap kinerja karyawan. Metode dasar penelitian ini metode deksriptif dilaksanakan dengan metode studi kasus. Responden penelitian ini 86 karyawan yang ditentukan dengan Teknik sampling jenuh. Data yang digunakan data primer dan data sekunder yang diperoleh melalui wawancara, observasi, dan dokumentasi. Uji instrumen yang digunakan adalah uji validitas dan reliabilitas. Teknik analisis yang digunakan adalah analisis deskriptif dan analisis regresi linier berganda. Hasil penelitian dapat disimpulkan bahwa: (1) budaya organisasi sangat baik sebesar 90,06% gaya kepemimpinan cukup baik sebesar 57,02% motivasi cukup baik sebesar 83,50% dan kinerja karyawan sangat baik sebesar 85,57% (2) Budaya organisasi, gaya kepemimpinan, dan motivasi berpengaruh terhadap kinerja karyawan sebesar 28,66, 23,62 dan 31,93.

Kata Kunci :Budaya Organisasi, Gaya Kepemimpinan, Motivasi dan Kinerja Karyawan

**ANALYSIS OF ORGANIZATIONAL CULTURE, LEADERSHIP STYLE
AND MOTIVATION OF THE EMPLOYEE'S PERFORMANCE
AT THE HOUSE OF RAMINTEN KOTABARU
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ABSTRACT

The research was conducted at The house of Raminten in Kotabaru, Special Region of Yogyakarta. aimed: (1) describe the organizational culture, leadership style, motivation, and employee performance (2) Analyze the effects of organizational culture, leadership style, and motivation to employee performance. The basic method of this research is descriptive method carried out with a case study method. The respondents are 86 employees who were determined by a saturated sampling technique. The data used are primary data and secondary data obtained through interviews, observation, and documentation. The test instruments used are validity and reliability test. The analysis techniques used are descriptive analysis and multiple linear regression analysis. The results of the study can be concluded that: (1) The organizational culture is very good at 90.06% The leadership is good enough at 57.02% good motivation is good at 83.50% and the employee performance is very good at 85.57% (2) Organizational culture, leadership style, and motivation have an effect on employee performance by 28.66, 23.62 and 31.93.

Keywords: Organizational culture, leadership style, motivation and employees performance