

**PENGARUH BUDAYA ORGANISASIONAL DAN BEBAN KERJA
DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI
TERHADAP KINERJA PEGAWAI NEGERI SIPIL (PNS) FUNGSIONAL
DI SEKERTARIAT DEWAN PERWAKILAN RAKYAT DAERAH (DPRD)
DAERAH ISTIMEWA YOGYAKARTA.**

**ABSTRACT
ABDURRAHMAN**

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This study aims to analyze the influence of organizational culture and workload with job satisfaction as a mediating variable on the performance of Civil Servants at the Secretariat of the Regional People's Representative Council of the Special Region of Yogyakarta. This study is a quantitative study with a population of 55 civil servants at the Secretariat of the DIY DPRD. The sample in this study used a saturated sampling technique where all populations in this study were sampled. Of the male gender, 29 people (52%) aged 41 to 50 people (32%) for those with a bachelor's degree as many as 29 (52%), work period of 1 to 5 years as many as 22 (49%). The research data were obtained through direct distribution of questionnaires. The research data were tested statistically through Smart PLS 4.0 with the criteria of $P\text{-Value} \leq 0.05$. The results of the study showed that organizational culture had a positive and significant effect on employee performance. While workload had a positive and significant effect on employee performance. Job satisfaction was able to mediate the relationship between organizational culture and employee performance and workload and employee performance.

Kunei word: organizational culture; workload; job satisfaction; employee performance