

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh motivasi dan iklim organisasi secara parsial maupun secara bersama terhadap kinerja karyawan pimpinan Kantor Pusat PT Perkebunan Nusantara IV Medan.

Metode penelitian ini menggunakan pendekatan kuantitatif, jenis penelitiannya adalah survey. Sampel ditentukan dengan metode *simple random sampling* sebanyak 113 orang. Pengumpulan data melalui kuesioner. Data dianalisis dengan menggunakan regresi linier berganda.

Hasil penelitian menunjukkan secara parsial dan simultan, variabel variabel motivasi kerja dan iklim organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan pimpinan Kantor Pusat PT Perkebunan Nusantara IV Medan. Nilai koefisien determinasi sebesar 0,513 berarti bahwa pengaruh dari motivasi kerja dan iklim organisasi terhadap perubahan kinerja karyawan pimpinan Kantor Pusat PT Perkebunan Nusantara IV Medan adalah sebesar 51,3%.

Kata kunci: motivasi kerja, iklim organisasi, kinerja karyawan



ABSTRACT

The aims of study to identify and analyze the influence of motivation and organizational climate partially and simultaneously on employee leadership performance of the Head Office of PTPN IV Medan.

This research using a quantitative approach with survey on the type of research. The sample was determined by simple random sampling method, 113 people. The data collection through questionnaires. Data were analyzed using multiple linear regression.

The research results showed partially and simultaneously, the variable of work motivation and organizational climate had a positive and significantly impact on employee leadership performance of the Head Office of PTPN IV Medan. The determination coefficient value of 0.513 means that the influence of motivation and organizational climate to changes in the employees leadership performance of the Head Office of PTPN IV Medan amounted to 51.3%.

Key words: work motivation, organizational climate, employee performance.

