

## **A B S T R A K**

### **Pengaruh Budaya Organisasi Terhadap Prestasi Kerja Karyawan Melalui Kepuasan Kerja Di PT Waruna Nusa Sentana – Head Office**

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Prestasi kerja karyawan dapat membantu perusahaan untuk mewujudkan visi dan misi. Prestasi kerja karyawan dipengaruhi oleh budaya organisasi sebagai variabel bebas dan kepuasan kerja sebagai variabel intervening. Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi terhadap prestasi kerja karyawan melalui kepuasan kerja. Penelitian ini melibatkan seluruh populasi karyawan yang berjumlah 70 orang. Pengukuran budaya organisasi menggunakan skala budaya organisasi, pengukuran kepuasan kerja menggunakan skala kepuasan kerja, dan pengukuran prestasi kerja karyawan menggunakan skor mentah dari nilai *employee appraisal* semesteran. Penelitian ini menggunakan Analisis Jalur sebagai teknik analisis data. Hasil analisis statistik inferensial menunjukkan bahwa budaya organisasi berpengaruh terhadap kepuasan kerja karyawan, kepuasan kerja tidak berpengaruh terhadap prestasi kerja karyawan dan budaya organisasi tidak berpengaruh terhadap prestasi kerja karyawan. Kepuasan kerja sebagai variabel intervening tidak memberikan efek mediasi yang diharapkan sehingga nilai pengaruh langsung budaya organisasi terhadap prestasi kerja karyawan (0,667) lebih besar daripada nilai pengaruh tidak langsung budaya organisasi terhadap prestasi kerja melalui kepuasan kerja karyawan (0,285). Budaya organisasi dan kepuasan kerja memberikan pengaruh sebesar 92,5% terhadap prestasi kerja karyawan. Hasil analisis statistik deskriptif menunjukkan bahwa budaya organisasi di PT Waruna Nusa Sentana – Head Office tergolong lemah, tingkat kepuasan kerja karyawan tergolong rendah dan tingkat prestasi kerja karyawan tergolong rendah.

Kata kunci : Budaya Organisasi, Kepuasan Kerja, Prestasi Kerja, Analisis Jalur

## **A B S T R A C T**

### ***The Influence of Organizational Culture Toward Employee Performance Through Job Satisfaction At PT Waruna Nusa Sentana – Head Office***

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*Employee performance can help companies to realize the vision and mission. Employee performance is influenced by organizational culture as an independent variable and job satisfaction as an intervening variable. This research aims to determine the influence of organizational culture toward employee performance through job satisfaction. This research involves the entire population of employees that numbered 70 person. Measurement of organizational culture using a scale of organizational culture, measurement of job satisfaction using the scale of job satisfaction, and measurement of employee performance using the raw scores of the value of semester employee appraisal. This research uses Path Analysis as data analysis techniques. The results of inferential statistical analysis showed that organizational culture affects job satisfaction, job satisfaction has no effect toward employee performance and organizational culture has no effect toward employee performance. Job satisfaction as an intervening variable does not give mediation effect to expect that the value of the direct influence of organizational culture toward employee performance (0.667) is greater than the value of the indirect influence of organizational culture toward employee performance through job satisfaction (0.285). Organizational culture and job satisfaction influence 92.5% toward employee performance. The results of descriptive statistical analysis showed that organizational culture at PT Waruna Nusa Sentana - Head Office is weak, the level of job satisfaction is low and the level of employee performance is low.*

*Keywords: Organizational Culture, Job Satisfaction, Employee Performance,  
Path Analysis*