

ABSTRAK

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Pengaruh Budaya Organisasi, Motivasi dan Pengembangan Karir terhadap Kinerja Karyawan PT.Bhinneka Bajasas serta tinjauan menurut sudut pandang Islam.

107+xviii halaman, 22 tabel, 3 gambar, 5 lampiran

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Budaya organisasi, motivasi dan pengembangan karir terhadap kinerja karyawan di PT. Bhinneka Bajasas. Populasi dalam penelitian adalah karyawan PT. Bhinneka Bajasas. Teknik pengambilan sampel yang digunakan adalah teknik sensus. Jumlah responden dalam penelitian ini sebanyak 80 karyawan. Data dikumpulkan dengan menggunakan metode *survey* dengan instrumen kuesioner. Metode analisis data yang digunakan yaitu analisis regresi berganda, uji t (parsial) dan uji F (simultan). Hasil penelitian menunjukkan bahwa: (1) Budaya Organisasi berpengaruh positif dan Signifikan terhadap Kinerja Karyawan. (2) Motivasi berpengaruh positif dan signifikan terhadap Kinerja karyawan. (3) Pengembangan karir berpengaruh positif dan signifikan terhadap kinerja karyawan. (4) secara simultan seluruh variabel independen berpengaruh signifikan terhadap Kinerja Karyawan di PT. Bhinneka Bajasas. Menurut pandangan Islam Budaya Organisasi, Motivasi dan Pengembangan Karir berpengaruh terhadap Kinerja Karyawan.

Kata kunci : Budaya organisasi, motivasi, pengembangan karir, kinerja karyawan.

ABSTRACT

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The Influence of Organizational Culture, Motivation and Career Development on the Performance of Employees of PT Bhinneka Bajas and review from an Islamic point of view.

Abstract

107+ xviii pages, 22 tables, 3 pictures, 5 attachments

Abstract Description

This study aims to determine the effect of organizational culture, motivation and career development on employee performance at PT. Bhinneka Bajas. The population in the study were employees of PT. Bhinneka Bajas. The sampling technique used is the census technique. The number of respondents in this study were 80 employees. Data were collected using a survey method with a questionnaire instrument. Data analysis methods used are multiple regression analysis, t test (partial) and F test (simultaneous). The results showed that: (1) Organizational Culture has a positive and significant effect on Employee Performance. (2) Motivation has a positive and significant effect on employee performance. (3) Career development has a positive and significant effect on employee performance. (4) simultaneously all independent variables significantly influence Employee Performance at PT. Bhinneka Bajas. In the Islamic view of Organizational Culture, Motivation and Career Development influences Employee Performance.

Keyword: *Organizational culture, motivation, career development, employee performance.*