

ABSTRAK

Faisal Syahputra Pinem, 7115030099, Pengaruh Budaya Organisasi dan Kepuasan Kerja Terhadap Kinerja Karyawan PT. Bank Tabungan Negara (Persero) Tbk. Kantor Cabang Medan

Rumusan masalah dalam skripsi ini adalah bagaimana pengaruh budaya organisasi terhadap kinerja karyawan PT. Bank Tabungan Negara (Persero) Tbk, bagaimana pengaruh kepuasan kerja terhadap kinerja karyawan PT. Bank Tabungan Negara (Persero) Tbk, bagaimana pengaruh budaya organisasi dan kepuasan kerja terhadap kinerja karyawan PT. Bank Tabungan Negara (Persero) Tbk. Tujuan penelitian ini adalah untuk mengetahui dan menganalisis budaya organisasi terhadap kinerja karyawan PT. Bank Tabungan Negara (Persero) Tbk, pengaruh kepuasan kerja terhadap kinerja karyawan PT. Bank Tabungan Negara (Persero) Tbk, pengaruh budaya organisasi dan kepuasan kerja terhadap kinerja karyawan PT. Bank Tabungan Negara (Persero) Tbk.

Populasi dalam penelitian ini adalah seluruh karyawan PT. Bank Tabungan Negara (Persero) Tbk. Kantor Cabang Medan yaitu berjumlah 62 orang pegawai dan yang dijadikan sampel adalah keseluruhan jumlah populasi. Data diperoleh melalui data instansi, data perpustakaan dan literatur-literatur. Teknik pengambilan data penulis lakukan melalui wawancara (*interview*) dan studi dokumen. Teknik analisis data penulis lakukan melalui metode analisis deskriptif dan metode analisis regresi linear berganda.

Hasil penelitian ini menjelaskan bahwa kinerja karyawan PT. Bank Tabungan Negara (Persero) Tbk Cabang Medan dapat ditingkatkan melalui beberapa faktor, diantaranya adalah faktor budaya organisasi dan kepuasan kerja. Semakin nyaman karyawan terhadap budaya organisasi akan semakin meningkat kinerjanya. Semakin tinggi tingkat kepuasan kerja maka semakin meningkat kinerja karyawan. Hal ini tentu saja akan berpengaruh pada peningkatan laba perusahaan. Secara parsial variabel budaya organisasi dan kepuasan kerja masing-masing memiliki pengaruh yang signifikan terhadap kinerja karyawan. Secara simultan budaya organisasi dan kepuasan kerja memiliki pengaruh signifikan terhadap kinerja karyawan PT. Bank Tabungan Negara (Persero) Tbk Cabang Medan.

Kata Kunci : Budaya Organisasi, Kepuasan Kerja, Kinerja.

ABSTRACT

Faisal Syahputra Pinem, 7115030099, *The Influence of Organizational Culture and Job Satisfaction on Employee Performance of PT. State Savings Bank (Persero) Tbk. Medan Branch Office.*

The formulation of the problem in this thesis is how the influence of organizational culture on the performance of employees of PT. State Savings Bank (Persero) Tbk, how the influence of job satisfaction on the performance of employees of PT. Bank Tabungan Negara (Persero) Tbk, how the influence of organizational culture and job satisfaction on the performance of employees of PT. State Savings Bank (Persero) Tbk. The purpose of this study was to determine and analyze organizational culture on the performance of employees of PT. State Savings Bank (Persero) Tbk, the effect of job satisfaction on the performance of employees of PT. State Savings Bank (Persero) Tbk, the influence of organizational culture and job satisfaction on the performance of employees of PT. State Savings Bank (Persero) Tbk.

The population in this study were all employees of PT. State Savings Bank (Persero) Tbk. The Medan Branch Office is 62 employees and the sample is the total population. Data obtained through agency data, library data and literature. The writer used the data collection technique through interviews and document studies. The data analysis technique was done by the writer through descriptive analysis method and multiple linear regression analysis method.

The results of this study explain that the performance of the employees of PT. Bank Tabungan Negara (Persero) Tbk Medan Branch can be improved through several factors, including organizational culture and job satisfaction. The more comfortable employees are with the organizational culture, the more their performance will be. The higher the level of job satisfaction, the higher the employee's performance. This of course will have an effect on increasing company profits. Partially, the variables of organizational culture and job satisfaction each have a significant influence on employee performance. Simultaneously, organizational culture and job satisfaction have a significant influence on the performance of employees of PT. State Savings Bank (Persero) Tbk Medan

Branch. Keywords: *Organizational Culture, Job Satisfaction, Performance.*