

## ABSTRAK

Puja Sahputri RY, (2025). Pengaruh Motivasi, dan Budaya Organisasi terhadap Kinerja Pegawai di Kantor Camat Medan Marelan. Dibawah bimbingan Bakhtiar, SE, MSi., sebagai Pembimbing I, Ilham Sonata, SE, MM, sebagai Pembimbing II.

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Rumusan masalah dalam penelitian ini adalah bagaimana pengaruh Motivasi dan Budaya Organisasi Terhadap Kinerja Pegawai di Kantor Camat Medan Marelan baik secara parsial maupun simultan. Penelitian Ini bertujuan untuk mengetahui pengaruh Motivasi dan Budaya Organisasi terhadap Kinerja Pegawai di Kantor tersebut. Populasi dan sampel penelitian ini adalah seluruh Pegawai yang berjumlah 52 orang. Teknik pengambilan sampel menggunakan Total sampling yaitu mengambil seluruh populasi di Kantor tersebut.. Teknik pengumpulan data yang digunakan adalah angket, studi kepustakaan dan studi dokumentasi. Hasil penelitian ini adalah secara parsial variabel Motivasi berpengaruh Positif dan signifikan terhadap Kinerja Pegawai dengan nilai  $t_{hitung} > t_{tabel}$ , ( $2,245 > 1,675$ ), variabel Budaya Organisasi berpengaruh Positif dan signifikan terhadap Kinerja Pegawai dengan nilai  $t_{hitung} > t_{tabel}$ , ( $3,491 > 1,675$ ). Secara Simultan variabel Motivasi dan Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai di Kantor Camat Medan Marelan dengan nilai  $F_{hitung} > F_{tabel}$ , ( $18,703 > 3,18$ ). Nilai  $R^2$  (RSquare) sebesar 0.518, yang berarti bahwa variabel Motivasi dan Budaya Organisasi berpengaruh Positif dan signifikan terhadap Kinerja Pegawai di Kantor Camat Medan Marelan sebesar 51,80%, dan sisanya sebesar 48,20% lagi, dipengaruhi oleh faktor-faktor lain yang tidak diteliti.

Kata Kunci : Motivasi, Budaya Organisasi dan Kinerja

## **ABSTRACT**

*Puja Sahputri RY, (2025). The Influence of Motivation and Organizational Culture on Employee Performance at the Medan Marelan Sub-district Office. Under the guidance of Bakhtiar, SE, MSi., as Supervisor I, Ilham Sonata, SE, MM, as Supervisor II.*

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*The formulation of the problem in this study is how the influence of Motivation and Organizational Culture on Employee Performance at the Medan Marelan District Office, both partially and simultaneously. This study aims to determine the influence of Motivation and Organizational Culture on Employee Performance at the Office. The population and sample of this study were all 52 employees. The sampling technique used Total sampling, namely taking the entire population at the Office. The data collection techniques used were questionnaires, literature studies and documentation studies. The results of this study are that partially the Motivation variable has a positive and significant effect on Employee Performance with a tcount value > ttable, (2.245 > 1.675), the Organizational Culture variable has a positive and significant effect on Employee Performance with a tcount value > ttable, (3.491 > 1.675). Simultaneously the Motivation and Organizational Culture variables have a positive and significant effect on Employee Performance at the Medan Marelan District Office with a Fcount value > Ftable, (18.703 > 3.18). The R2 value (RSquare) is 0.518, which means that the Motivation and Organizational Culture variables have a positive and significant effect on Employee Performance at the Medan Marelan District Office by 51.80%, and the remaining 48.20% is influenced by other factors not studied.*

*Keywords: Motivation, Organizational Culture and Performance*