

**ABSTRAKSI**  
**ANALISIS REMUNERASI, LINGKUNGAN KERJA,**  
**DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI DENGAN**  
**MOTIVASI SEBAGAI VARIABEL INTERVENING**  
**(Studi Kasus pada Aparatur Sipil Negara di Lingkungan Kantor Bupati Kudus)**

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Penelitian ini bertujuan menganalisis remunerasi, lingkungan kerja, dan budaya organisasi terhadap kinerja pegawai dengan motivasi sebagai variabel intervening (Studi Kasus pada Aparatur Sipil Negara di Lingkungan Kantor Bupati Kudus). Penelitian ini menggunakan pendekatan kuantitatif. Sampel penelitian sebanyak 108 responden. Metode analisis data menggunakan model SEM (*Structural Equation Modeling*) atau model persamaan structural dengan program AMOS menganalisis Uji Validitas dan Uji Hipotesis. Berdasarkan hasil analisis menyimpulkan bahwa secara langsung variabel remunerasi, lingkungan kerja dan budaya organisasi baik terhadap motivasi maupun kinerja pegawai mempunyai pengaruh positif signifikan. Pengaruh tidak langsung menunjukkan bahwa motivasi sebagai variabel intervening mampu meningkatkan pengaruh remunerasi terhadap kinerja, Motivasi mampu memberikan pengaruh peningkatan antara lingkungan kerja terhadap kinerja. Motivasi mampu memberikan peningkatan antara budaya organisasi terhadap kinerja.

Kata kunci : Remunerasi, lingkungan kerja, budaya organisasi, motivasi, dan kinerja.

## ABSTRACT

**REMUNERATION ANALYSIS, WORKING ENVIRONMENT,  
AND ORGANIZATIONAL CULTURE TO THE PERFORMANCE OF EMPLOYEES  
WITH THE MOTIVATION AS A VARIABLE INTERVENING**  
(Case study on state civil apparatus in the ward of the Kudus Regent Office)

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The research aims to analyse remuneration, work environment, and organizational culture towards employees' performance with motivation as a intervening variable (case study on civil apparatus of the State in the Office of the Kudus Regent). This research uses a quantitative approach. Sample research of 108 respondents. Data analysis methods using the SEM (Structural Equation Modeling) model or structural equation models with the AMOS program analyze the validity test and the hypothesis test. Based on the results of the analysis concluded that directly the remuneration variable, work environment and organizational culture both towards motivation and performance of employees have a significant positive influence. Indirect influence suggests that motivation as a intervening variable is able to increase the impact of remuneration on performance, motivation is able to give effect to the improvement between working environment and performance. Motivation is able to provide improvement between organizational culture to performance.

*Keywords:* remuneration, work environment, organizational culture, motivation, and performance.