

ABSTRAK

Penelitian ini bertujuan untuk menganalisis kinerja pegawai PDAM Tirta Bening Kabupaten Pati. Variabel eksogen terdiri dari budaya organisasi, komitmen organisasional, motivasi kerja, sedangkan variabel endogen terdiri dari kepuasan kerja, dan kinerja pegawai. Dalam penelitian ini digunakan metode *proportional random sampling*, 145 pegawai sebagai responden penelitian. Pengumpulan data dilakukan menggunakan instrumen kuesioner, sedangkan teknik analisis data menggunakan metode SEM (*Structure Equation Modelling*).

Analisis yang digunakan untuk menjawab hipotesis dan rumusan masalah adalah analisis pengaruh langsung. Hasil penelitian menunjukkan bahwa budaya organisasi tidak berpengaruh terhadap kepuasan kerja, komitmen organisasional tidak berpengaruh terhadap kepuasan kerja, motivasi kerja berpengaruh tidak berpengaruh terhadap kepuasan kerja, budaya organisasi tidak berpengaruh terhadap kinerja pegawai, komitmen organisasional tidak berpengaruh terhadap kinerja pegawai, motivasi kerja tidak berpengaruh terhadap kinerja pegawai, kepuasan kerja tidak berpengaruh terhadap kinerja pegawai.

Kata Kunci : budaya organisasi, komitmen organisasional, motivasi kerja, kepuasan kerja, kinerja pegawai

ABSTRACT

This study aims to analyze the performance of PDAM Tirta Bening employees in Pati Regency. Exogenous variables consist of organizational culture, organizational commitment, work motivation, while endogenous variables consist of job satisfaction, and employee performance. In this study a proportional random sampling method was used, 145 employees as research respondents. Data collection was carried out using a questionnaire instrument, while data analysis techniques used the SEM (Structure Equation Modeling) method.

The analysis used to answer the hypotheses and formulation of the problem is the analysis of direct influence. The results showed that organizational culture had no effect on job satisfaction, organizational commitment had no effect on job satisfaction, work motivation had no effect on job satisfaction, organizational culture had no effect on employee performance, organizational commitment had no effect on employee performance, work motivation had no effect on employee performance, job satisfaction does not affect employee performance.

Keywords: organizational culture, organizational commitment, work motivation, job satisfaction, employee performance

