

ABSTRACT

THE INFLUENCE OF WORKLOAD, JOB SATISFACTION, WORK MOTIVATION AND ORGANIZATIONAL CULTURE, ON THE EMPLOYEES PERFORMANCE (Survey on ASN Employees of Tasikmalaya City Village)

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This study aimed to determine and analyze the effect of workload, job satisfaction, work motivation and organizational culture on the performance of ASN employees of Tasikmalaya City Village, both simultaneously and partially. The research method used was a survey method with data collection techniques through interviews, questionnaires, and documentation studies. The population was taken from the total ASN Village employees in the Tasikmalaya City Government, which consisted of 377 respondents with random sampling of 194, and recalculated to obtain a sample of each village using stratified random sampling to 208 respondents. The data analysis technique used in this study was path analysis. The research showed that both partially and simultaneously workload variables, job satisfaction, work motivation and organizational culture had a positive and significant effect on the performance of urban village ASN employees in Tasikmalaya city.

Keywords: Workload, Job satisfaction, Work motivation, Organizational culture, Performance

ABSTRAK

PENGARUH BEBAN KERJA, KEPUASAN KERJA, MOTIVASI KERJA DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI (Survei pada Pegawai ASN Kelurahan Kota Tasikmalaya)

oleh:

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh beban kerja, kepuasan kerja, motivasi kerja dan budaya organisasi terhadap kinerja pegawai ASN Kelurahan Kota Tasikmalaya, baik secara simultan maupun secara parsial. Metode penelitian yang digunakan adalah metode survey dengan teknik pengumpulan data melalui wawancara, kuesioner, dan studi dokumentasi. Populasi diambil dari Total pegawai ASN Kelurahan di Pemerintah Kota Tasikmalaya sebanyak 377 responden dengan pengambilan sampel secara random sampling sebanyak 194 dan dihitung kembali untuk mendapatkan sampel setiap kelurahan menggunakan stratified Random sampling menjadi sebanyak 208 responden. Teknik analisis data dalam penelitian ini menggunakan analisis jalur. Hasil penelitian menunjukkan baik secara parsial dan secara simultan variabel beban kerja, kepuasan kerja, motivasi kerja dan budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai ASN kelurahan di kota Tasikmalaya.

Kata kunci : Beban kerja, Kepuasan kerja, Motivasi kerja, Budaya organisasi, Kinerja