

ABSTRACT

THE INFLUENCE OF WORK CULTURE, WORK DISCIPLINE AND MOTIVATION ON EMPLOYEE PERFORMANCE

*(A Study on Non-Manager Permanent Employees at PT. POS INDONESIA
(Persero) Tasikmalaya Branch)*

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The purpose of this research is to find out the influence of discipline culture and work motivation on the performance of non-manager employees at PT. Pos Indonesia (Persero) Tasikmalaya Branch both Simultaneously and partially. This research method uses survey method. Data collection techniques are carried out by disseminating questionnaires to respondents of non-manager employees at PT. Pos Indonesia (Persero) Tasikmalaya Branch. The data analysis technique uses analysis paths. Based on the results of the study known both partially and simultaneously, there is a significant influence between work culture, work discipline and work motivation on the performance of non-manager employees at PT. Pos Indonesia (Persero) Tasikmalaya Branch. It can be indicated that if the level of culture, discipline and motivation of work is high then the performance of non-manager employees will also improve.

Keywords: Culture, Discipline, Work Motivation, Employee Performance

ABSTRAK

PENGARUH BUDAYA KERJA, DISIPLIN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN (Suatu Penelitian Pada Karyawan Tetap Non Manajer di PT. POS INDONESIA (Persero) Cabang Tasikmalaya)

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Tujuan dari penelitian ini adalah untuk mengetahui pengaruh Budaya disiplin dan motivasi kerja Terhadap Kinerja karyawan non manajer di PT. Pos Indonesia (Persero) Cabang Tasikmalaya baik secara Simultan maupun secara Parsial. Metode penelitian ini menggunakan metode survey. Teknik pengumpulan data dilakukan dengan cara penyebaran kuisisioner pada responden karyawan non manajer di PT. Pos Indonesia (Persero) Cabang Tasikmalaya. Teknik analisis datanya menggunakan *path analisis*. Berdasarkan hasil penelitian diketahui baik secara parsial maupun secara simultan, terdapat pengaruh yang signifikan antara budaya kerja, disiplin kerja dan motivasi kerja terhadap kinerja karyawan non manajer di PT. Pos Indonesia (Persero) Cabang Tasikmalaya. Dapat diindikasikan bahwa jika tingkat budaya, disiplin dan motivasi kerja tinggi maka kinerja karyawan non manajer juga akan meningkat.

Kata Kunci : Budaya, Disiplin, Motivasi Kerja, Kinerja Karyawan