

**ABSTRACT**

***THE EFFECT OF ORGANIZATION CULTURE, COMMUNICATION, AND  
WORK MOTIVATION ON PERFORMANCE OF EMPLOYEES***

***(Research on Employees non manajer of Departement Food Agriculture  
and Fisheries in Tasikmalaya Regency)***

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*The objectives of this study was to determine and analyze the effect of organization culture, communication, and work motivatuin on the performance of Departement Food Agriculture and Fisheries in Tasikmalaya Regency. The research method used is the survey method, the data obtained directly through a questionnaire to 47 respondents taken from the employees of the Departement Food Agriculture and Fisheries in Tasikmalaya Regenc. Sampling using a purposive sample and the analytical method used in this study was path analysis. Based on the results of the study, it was known that organization culture was included in the good classification, the communication was included in the good classification, the work motivation is included in the good classification, and the employees performance of Departement Food Agriculture and Fisheries in Tasikmalaya Regency was included in the good classification. Simultaneously, organization culture, communication, and work motivatuin have an effect on the employees performance of Departement Food Agriculture and Fisheries in Tasikmalaya Regency.*

***Keywords: Organization Culture, Communication, Work Motivatuin,  
Employees Performance***

## **ABSTRAK**

### **PENGARUH BUDAYA ORGANISASI, KOMUNIKASI, DAN MOTIVASI TERHADAP KINERJA PEGAWAI (Suatu Penelitian Terhadap Pegawai Non Manajer Dinas Pertanian Pangan Dan Perikanan Kabupaten Tasikmalaya)**

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Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh budaya organisasi, komunikasi, dan motivasi kerja terhadap kinerja Dinas Pertanian Pangan dan Perikanan Kabupaten Tasikmalaya. Metode penelitian yang digunakan adalah metode survei, data diperoleh secara langsung melalui kuesioner kepada 47 responden yang diambil dari pegawai Dinas Pertanian Pangan dan Perikanan Kabupaten Tasikmalaya. Pengambilan sampel menggunakan purposive sample dan metode analisis yang digunakan dalam penelitian ini adalah analisis jalur. Berdasarkan hasil penelitian diketahui bahwa budaya organisasi termasuk dalam klasifikasi baik, komunikasi termasuk dalam klasifikasi baik, motivasi kerja termasuk dalam klasifikasi baik, dan kinerja pegawai Dinas Pertanian Pangan dan Perikanan Pangan Kabupaten Tasikmalaya termasuk dalam klasifikasi baik. Secara simultan budaya organisasi, komunikasi, dan motivasi kerja berpengaruh terhadap kinerja pegawai Dinas Pertanian Pangan dan Perikanan Kabupaten Tasikmalaya.

**Kata Kunci: Budaya Organisasi, Komunikasi, Motivasi Kerja, Kinerja Pegawai**