

**PENGARUH BUDAYA ORGANISASI DAN MOTIVASI TERHADAP  
KINERJA PEGAWAI DI KANTOR DESA ANTURAN KABUPATEN  
BULELENG**

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**ABSTRAK**

Penelitian ini bertujuan untuk menguji pengaruh: (1) budaya organisasi dan motivasi secara bersama-sama terhadap kinerja pegawai, (2) budaya organisasi secara parsial terhadap kinerja pegawai, (3) motivasi secara parsial terhadap kinerja pegawai. Desain penelitian yang digunakan dalam penelitian ini adalah penelitian kuantitatif kausal. Subjek dalam penelitian ini adalah seluruh pegawai pada kantor Desa Anturan Kabupaten Buleleng dan objek dalam budaya organisasi, motivasi serta kinerja pegawai. Populasi yang digunakan dalam penelitian ini adalah berjumlah 20 responden. Data dikumpulkan dengan wawancara, pencatatan dokumen dan metode kuesioner, sertadianalisis dengan analisis regresi berganda. Hasil penelitian menunjukkan bahwa: (1) budaya organisasi dan motivasi berpengaruh signifikan terhadap kinerja pegawai, (2) budaya organisasi berpengaruh signifikan terhadap kinerja pegawai, (3) motivasi berpengaruh signifikan terhadap kinerja pegawai.

**Kata kunci :** budaya organisasi, motivasi, kinerja pegawai.

***THE EFFECT OF ORGANIZATIONAL CULTURE AND MOTIVATION ON  
EMPLOYEE PERFORMANCE IN ANTURAN VILLAGE OFFICE,  
BULELENG REGENCY***

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***ABSTRACT***

*This study aims to examine the effect of: (1) organizational culture and motivation together on employee performance, (2) partially organizational culture on employee performance, (3) partial motivation on employee performance. The research design used in this research is causal quantitative research. The subjects in this study were all employees at the Anturan Village office, Buleleng Regency and objects in organizational culture, motivation and employee performance. The population used in this study was 20 respondents. Data were collected by interview, document recording and questionnaire methods, and analyzed by multiple regression analysis. The results showed that: (1) organizational culture and motivation had a significant effect on employee performance, (2) organizational culture had a significant effect on employee performance, (3) motivation had a significant effect on employee performance.*

***Keywords:*** *organizational culture, motivation, employee performance.*