

**KONTRIBUSI BUDAYA ORGANISASI, MOTIVASI KERJA,
DISIPLIN KERJA, DAN ETOS KERJA TERHADAP KINERJA
WIDY AISWARA BADAN PENGEMBANGAN SUMBER
DAYA MANUSIA PROVINSI BALI**

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ABSTRAK

Penelitian ini bertujuan mengetahui kontribusi budaya organisasi, motivasi kerja, disiplin kerja, etos kerja terhadap kinerja Widyaiswara. Penelitian ini menggunakan pendekatan *ex post facto*. Populasi penelitian adalah Widyaiswara Badan Pengembangan Sumber Daya Manusia Provinsi Bali. Teknik sampling sampel dalam penelitian ini adalah simple random sampling. Analisis data yang digunakan analisis regresi ganda dengan bantuan *SPSS 24.0 for Windows*. Hasil penelitian menunjukkan bahwa: (1) terdapat kontribusi yang signifikan budaya organisasi terhadap kinerja Widyaiswara dengan koefisien determinasi 53,70%. (2) terdapat kontribusi yang signifikan motivasi kerja terhadap kinerja Widyaiswara dengan koefisien determinasi 45,00%. (3) terdapat kontribusi yang signifikan disiplin kerja terhadap kinerja Widyaiswara dengan koefisien determinasi 66,70%. (4) terdapat kontribusi yang signifikan etos kerja terhadap kinerja Widyaiswara dengan koefisien determinasi 46,50%. (5) secara simultan kontribusi budaya organisasi, motivasi kerja disiplin kerja dan etos kerja terhadap kinerja Widyaiswara, dengan koefisien determinasi 78,80%. Temuan penelitian ini menunjukkan bahwa budaya organisasi, motivasi kerja, disiplin kerja, etos kerja berkontribusi terhadap kinerja Widyaiswara.

Kata Kunci: *Budaya organisasi, motivasi kerja, disiplin kerja, etos kerja, kinerja.*

**THE CONTRIBUTION TO ORGANIZATIONAL CULTURE, WORK
MOTIVATION, WORK DISCIPLINE, AND WORK ETHOS TO
PERFORMANCE WIDY AISWARA BALI PROVINCIAL
HUMAN RESOURCES DEVELOPMENT AGENCY**

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ABSTRACT

This study aims to determine the contribution of organizational culture, work motivation, work discipline, work ethic to Widyaaiswara's performance. This study uses an ex post facto approach. The research population is Widyaaiswara of the Bali Province Human Resources Development Agency. The sampling technique used in this research is simple random sampling. Data analysis used multiple regression analysis with the help of SPSS 24.0 for Windows. The results showed that: (1) there was a significant contribution of organizational culture to Widyaaiswara's performance with a coefficient of determination of 53.70%. (2) there is a significant contribution of work motivation to Widyaaiswara's performance with a coefficient of determination of 45.00%. (3) there is a significant contribution of work discipline to Widyaaiswara's performance with a coefficient of determination of 66.70%. (4) there is a significant contribution of work ethic to Widyaaiswara's performance with a coefficient of determination 46.50%. (5) simultaneously the contribution of organizational culture, work motivation, work discipline and work ethic to Widyaaiswara's performance, with a coefficient of determination of 78.80%. The findings of this study indicate that organizational culture, work motivation, work discipline, work ethic contribute to Widyaaiswara's performance.

Keywords: *Organizational culture, work motivation, work discipline, work ethic, performance.*