

## ABSTRAK

**Dian, Asrtrini Ni Putu (2022).** “*Kontribusi Implementasi Manajemen Berbasis Nilai-Nilai Kearifan Lokal Tri Hita Karana, Kepemimpinan, Budaya Organisasional dan Kepuasan Kerja Terhadap Kinerja Pegawai di Perumda Bhukti Praja Sewakadarma di Kota Denpasar.* Tesis, Administrasi Pendidikan, Pascasarjana, Universitas Pendidikan Ganesha”.

Tesis ini sudah disetujui dan diperiksa oleh pembimbing I: Prof. Dr. Anak Agung Gede Agung, M.Pd., dan pembimbing II: Dr. Ni Luh Gede Erni Sulindawati, S.E., Ak., M.Pd.

Kata Kunci: Manajemen Berbasis Nilai-Nilai Kearifan Lokal Tri Hita Karana, Kepemimpinan, Budaya Organisasional, Kepuasan Kerja Dan Kinerja Pegawai

Tujuan penelitian ini adalah untuk mengetahui besaran determinasi manajemen berbasis *Tri Hita Karana*, gaya kepemimpinan, budaya organisasional, dan kepuasan kerja terhadap kinerja pegawai. Jenis penelitian ini adalah *ex-post-facto*. Populasi dalam penelitian ini sejumlah 137 pegawai pengambilan sampel menggunakan sampel total. Pengumpulan data menggunakan kuesioner model skala Likert. Analisis data dengan teknik korelasi product moment, korelasi parsial, dan korelasi ganda. Hasil penelitian ini menunjukkan bahwa (1) terdapat kontribusi manajemen berbasis *Tri Hita Karana* terhadap kinerja ( $r_{1y-2,3,4} = 0,301$ ) dan determinasi sebesar 18,11%. (2) terdapat kontribusi gaya kepemimpinan terhadap kinerja pegawai ( $r_{2y-1,3,4} = 0,516$ ) dan determinasi sebesar 27,43%, (3) terdapat kontribusi budaya organisasional terhadap kinerja pegawai ( $r_{3y-1,2,4} = 0,460$ ) dan determinasi sebesar 15,31%, (4) terdapat kontribusi kepuasan kerja terhadap kinerja pegawai ( $r_{4y-1,2,3} = 0,700$ ) dan determinasi sebesar 12,16%., dan (5) terdapat kontribusi Implementasi Manajemen Berbasis Nilai-Nilai Kearifan Lokal Tri Hita Karana, gaya kepemimpinan, budaya organisasional, dan kepuasan kerja terhadap kinerja pegawai ( $R_{y.1,2,3,4} = 0,759$ ) dan determinasi sebesar 57,70% di Perumda Bhukti Praja Sewakadarma Kota Denpasar.

## ABSTRACT

**Dian, Asrtrini Ni Putu (2022).** " *Contribution of Implementing Management Based on Tri Hita Karana Lokal Wisdom Values, Leadership, Organizational Culture and Job Satisfaction to Employee Performance Perumda Bhukti Praja Sewakadarma di Kota Denpasar.* Thesis, Educational Administration, Postgraduate Program, Ganesha University of Education."

This thesis has been approved and examined by supervisor I: Prof. Dr. Anak Agung Gede Agung, M.Pd., and supervisor II: Dr. Ni Luh Gede Erni Sulindawati, S.E., Ak., M.Pd.

Keywords: Management Based on Tri Hita Karana Lokal Wisdom Values, Leadership, Organizational Culture, Job Satisfaction and Employee Performance

The problem raised in this study is whether there is a determinations of Tri Hita Karana-based management determination, leadership style, organizational culture, and job satisfaction on employee performance. This type of research is ex-post-facto. The population in this study was 137 employees, sampling using the total sample. Data collection used a Likert scale model questionnaire. Data analysis using product moment correlation, partial correlation and multiple correlation techniques. The results of this research show that (1) there is a contribution of Tri Hita Karana-based management to performance ( $r_{1y-2,3,4} = 0,301$ ) and determination of 18.11%. (2) there is a contribution of leadership style to employee performance ( $r_{2y-1,3,4} = 0,516$ ) and determination of 27.43%, (3) there is a contribution of organizational culture to employee performance ( $r_{3y-1,2,4} = 0,460$ ) and determination of 15.31%, (4) there is a contribution of job satisfaction to employee performance ( $r_{4y-1,2,3} = 0.700$ ) and determination of 12.16%, and (5) there is a contribution of Implementation of Values Based Management Tri Hita Karana Lokal Wisdom, leadership style, organizational culture, and job satisfaction on employee performance ( $R_{y.1,2,3,4} = 0,759$ ) and determination of 57,70% at Perumda Bhukti Praja Sewakadarma in Denpasar City.