

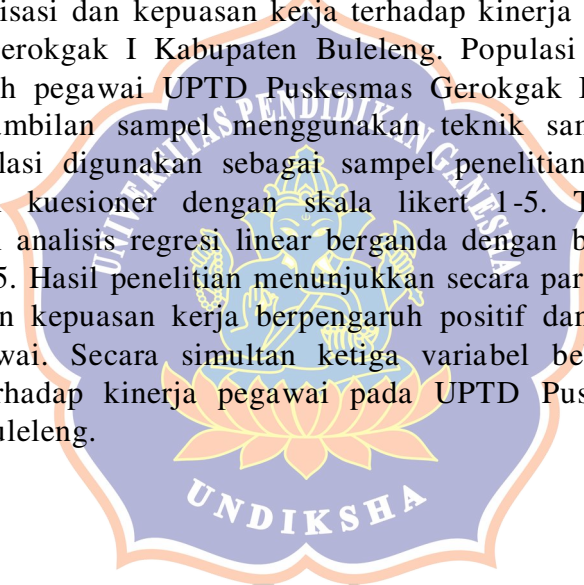
ABSTRAK

Setiyawati, Dian (2026), Pengaruh Motivasi, Budaya Organisasi, Dan Kepuasan Kerja Terhadap Kinerja Pegawai UPTD Puskesmas Gerokgak I, Kabupaten Buleleng. Tesis, Magister Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: motivasi, budaya organisasi, kepuasan kerja, kinerja pegawai.

Penelitian ini bertujuan untuk membuktikan secara empiris pengaruh motivasi, budaya organisasi dan kepuasan kerja terhadap kinerja pegawai pada UPTD Puskesmas Gerokgak I Kabupaten Buleleng. Populasi dalam penelitian ini adalah seluruh pegawai UPTD Puskesmas Gerokgak I yang berjumlah 59 orang. Pengambilan sampel menggunakan teknik sampel jenuh sehingga seluruh populasi digunakan sebagai sampel penelitian. Pengumpulan data menggunakan kuesioner dengan skala likert 1-5. Teknik analisis data menggunakan analisis regresi linear berganda dengan bantuan aplikasi IBM SPSS versi 25. Hasil penelitian menunjukkan secara parsial motivasi, budaya organisasi dan kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan ketiga variabel bebas ini berpengaruh signifikan terhadap kinerja pegawai pada UPTD Puskesmas Gerokgak I Kabupaten Buleleng.



ABSTRACT

Setiyawati, Dian (2026). The Influence of Motivation, Organizational Culture, and Job Satisfaction on Employee Performance at the Gerokgak I Community Health Center, Buleleng Regency. Thesis, Master of Management Science, Postgraduate Program, Ganesha University of Education. This thesis has been approved and reviewed by Supervisor I: Dr. I Nengah Suarmanayasa, S.E., M.Si., and Supervisor II: Dr. Made Ary Meitriana, S.Pd., M.Pd.

Keywords: motivation, organizational culture, job satisfaction, employee performance.

This study aims to empirically demonstrate the influence of motivation, organizational culture, and job satisfaction on employee performance at the Gerokgak I Community Health Center, Buleleng Regency. The population in this study was all 59 employees of the Gerokgak I Community Health Center. Sampling used a saturated sampling technique, so the entire population was used as the research sample. Data collection used a questionnaire with a Likert scale of 1-5.. The data analysis technique employed multiple linear regression analysis with the aid of the IBM SPSS version 25 application. The results of the study indicate that partially, motivation, organizational culture, and job satisfaction had a positive and significant effect on employee performance. Simultaneously, these three independent variables have a significant effect on employee performance at the Gerokgak I Health Center, Buleleng Regency.

