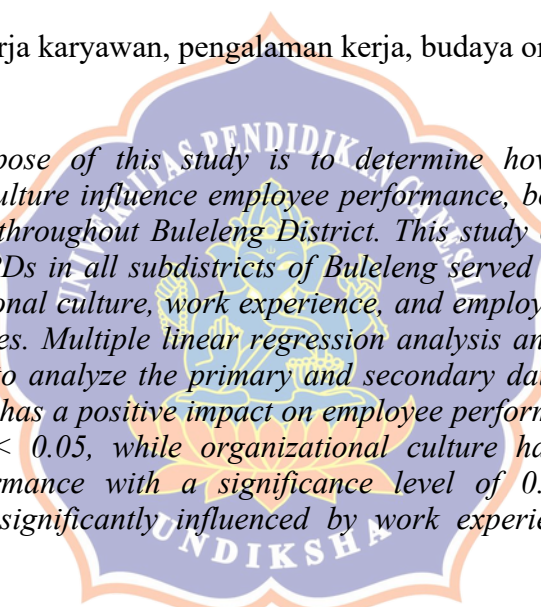


ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui bagaimana pengalaman kerja dan budaya organisasi memengaruhi kinerja karyawan, baik secara individu maupun kelompok, di LPD-LPD di seluruh Kecamatan Buleleng. Penelitian ini menggunakan survei sebagai metodologinya. LPD-LPD di seluruh kecamatan di Buleleng menjadi subjek penelitian, sedangkan budaya organisasi, pengalaman kerja, dan kinerja karyawan menjadi objek penelitian. Analisis regresi linier berganda dan uji asumsi tradisional digunakan untuk menganalisis data primer dan sekunder. Hasil penelitian menunjukkan bahwa pengalaman kerja memiliki dampak positif terhadap kinerja karyawan dengan tingkat signifikansi $0,035 < 0,05$, sedangkan budaya organisasi memiliki dampak positif terhadap kinerja karyawan dengan tingkat signifikansi $0,000 < 0,05$. Kinerja karyawan sangat dipengaruhi oleh pengalaman kerja dan budaya organisasi.

Kata kunci: kinerja karyawan, pengalaman kerja, budaya organisasi



The purpose of this study is to determine how work experience and organizational culture influence employee performance, both individually and as a group, at LPDs throughout Buleleng District. This study employed a survey as its methodology. LPDs in all subdistricts of Buleleng served as the research subjects, while organizational culture, work experience, and employee performance were the research variables. Multiple linear regression analysis and traditional assumption tests were used to analyze the primary and secondary data. The results show that work experience has a positive impact on employee performance with a significance level of $0.035 < 0.05$, while organizational culture has a positive impact on employee performance with a significance level of $0.000 < 0.05$. Employee performance is significantly influenced by work experience and organizational culture.

Keywords: employee performance, work experience, organizational culture