

**PENGARUH BUDAYA ORGANISASI DAN KOMPETENSI TERHADAP
KEPUASAN KERJA PEGAWAI DI DINAS KEBUDAYAAN
KABUPATEN BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi dan kompetensi terhadap kepuasan kerja pegawai pada Dinas Kebudayaan Kabupaten Buleleng. Penelitian ini menggunakan pendekatan kuantitatif dengan rancangan penelitian kausal untuk menguji hubungan antara variabel independen dan variabel dependen. Populasi dalam penelitian ini berjumlah 143 pegawai. Teknik penentuan sampel yang digunakan adalah sampel jenuh, sehingga seluruh anggota populasi dijadikan sebagai sampel penelitian. Pengumpulan data dilakukan melalui penyebaran kuesioner yang disusun berdasarkan indikator masing-masing variabel penelitian. Data yang diperoleh selanjutnya dianalisis menggunakan teknik analisis regresi linier berganda untuk menguji pengaruh secara parsial maupun simultan. Hasil penelitian menunjukkan bahwa budaya organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai. Selain itu, kompetensi juga berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai. Secara simultan, budaya organisasi dan kompetensi terbukti berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai. Temuan penelitian ini mengindikasikan bahwa penerapan budaya organisasi yang kondusif serta kompetensi pegawai yang memadai merupakan faktor yang berperan dalam meningkatkan kepuasan kerja pegawai. Dengan demikian, upaya penguatan budaya organisasi dan pengembangan kompetensi perlu dilakukan secara berkelanjutan guna meningkatkan kepuasan kerja pegawai di Dinas Kebudayaan Kabupaten Buleleng serta mendukung pencapaian tujuan organisasi secara efektif.

Kata kunci: budaya organisasi, kepuasan kerja, kompetensi

***THE EFFECT OF ORGANIZATIONAL CULTURE AND COMPETENCE
ON EMPLOYEE JOB SATISFACTION AT THE CULTURAL OFFICE
OF BULELENG REGENCY***

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ABSTRACT

This study aimed to analyze the influence of organizational culture and competence on employee job satisfaction at the Department of Culture of Buleleng Regency. This study employed a quantitative approach with a causal research design to examine the relationships between the independent variables and the dependent variable. The population of this study consisted of 143 employees. A saturated sampling technique was applied, in which all members of the population were selected as the research sample. Data were collected through questionnaires developed based on the indicators of each research variable. The collected data were analyzed using multiple linear regression analysis to examine both the partial and simultaneous effects of the independent variables on the dependent variable. The results indicated that organizational culture had a positive and significant effect on employee job satisfaction. In addition, competence also had a positive and significant effect on employee job satisfaction. Simultaneously, organizational culture and competence were found to have a positive and significant effect on employee job satisfaction. These findings indicate that the implementation of a supportive organizational culture and the enhancement of employee competence play an important role in improving employee job satisfaction. Therefore, strengthening organizational culture and continuously developing employee competence are essential efforts to improve employee job satisfaction at the Department of Culture of Buleleng Regency and to support the effective achievement of organizational goals.

Keywords: *competence, job satisfaction, organizational culture*