

ABSTRACT

Mudana, Nyoman (2021), *Contribution of organizational culture, work ethic, work motivation, and work discipline to employee performance in the rectorate of Ganesha University of Education.*

Thesis, Educational Administration, Postgraduate, Ganesha University of Education

This thesis has been approved and corrected by Supervisor I: Prof. Dr. Anak Agung Gede Agung, M.Pd. and Supervisor II: Prof. Dr. I Made Yudana. M.Pd.

Keywords: organizational culture, work ethic, work motivation, work discipline, employee performance

This study aims to determine the contribution of organizational culture, work ethic, work motivation and work discipline to employee performance in the Rectorate of Ganesha University of Education. This study is an "ex-post facto" study with a population of 180 people, and a sample size of 124 people. Data were collected through a questionnaire. Data analysis was performed using simple regression techniques, multiple regression, and partial correlation. The results showed that: (1) there is a significant contribution of organizational culture to performance with a product moment correlation coefficient of 0.896, a partial correlation coefficient of 0.8231, and a contribution of 22.84%; (2) there is a significant contribution of work ethic to performance with a product moment correlation coefficient of 0.985, a partial correlation coefficient of 0.7323, and a contribution of 18.13%; (3) there is a significant contribution of work motivation to performance, with a product moment correlation coefficient of 0.785, a partial correlation coefficient of 0.4123, and a contribution of 15.22%; (4) there is a significant contribution of work discipline to performance, with a product moment correlation coefficient of 0.796, a partial correlation coefficient of 0.3552, and a contribution of 12.43%; and (5) together there is a significant contribution of organizational culture, work ethic, work motivation, and work discipline to performance with $R_{y.1,2,3,4} = 0.828$, $R^2 = 0.686$, and the contribution or effective contribution together equally the four independent variables on the performance of 68.62% among employees in the Rectorate of Ganesha University of Education.

ABSTRAK

Mudana, Nyoman (2021), *Kontribusi budaya organisasi, etos kerja, motivasi kerja, dan disiplin kerja terhadap kinerja pegawai di lingkungan rektorat Universitas Pendidikan Ganesha.*

Tesis, Administrasi Pendidikan, Pascasarjana, Universitas Pendidikan Ganesha

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Kata kunci: budaya organisasi, etos kerja, motivasi kerja, disiplin kerja, kinerja pegawai

Penelitian ini bertujuan untuk mengetahui kontribusi budaya organisasi, etos kerja, motivasi kerja dan disiplin kerja terhadap kinerja pegawai di lingkungan Rektorat Universitas Pendidikan Ganesha. Penelitian ini adalah penelitian "ex-post facto" dengan jumlah populasi sebanyak 180 orang, dan besar sampel 124 orang. Data dikumpulkan melalui kuesioner. Analisis data dilakukan dengan teknik regresi sederhana, regresi ganda, dan korelasi parsial. Hasil penelitian menunjukkan bahwa: (1) terdapat kontribusi yang signifikan budaya organisasi terhadap kinerja dengan koefisien korelasi product moment sebesar 0,896, koefisien korelasi parsial sebesar 0,8231, dan kontribusi sebesar 22,84%; (2) terdapat kontribusi yang signifikan etos kerja terhadap kinerja dengan koefisien korelasi product moment sebesar 0,985, koefisien korelasi parsial sebesar 0,7323, dan kontribusi sebesar 18,13%; (3) terdapat kontribusi yang signifikan motivasi kerja terhadap kinerja, dengan koefisien korelasi product moment sebesar 0,785, koefisien korelasi parsial sebesar 0,4123, dan kontribusi sebesar 15,22%; (4) terdapat kontribusi yang signifikan disiplin kerja terhadap kinerja, dengan koefisien korelasi product moment sebesar 0,796, koefisien korelasi parsial sebesar 0,3552, dan kontribusi sebesar 12,43%; dan (5) secara bersama-sama terdapat kontribusi yang signifikan budaya organisasi, etos kerja, motivasi kerja, dan disiplin kerja terhadap kinerja dengan $R_{y.1,2,3,4} = 0,828$, $R^2 = 0,686$, dan kontribusi atau sumbangan efektif secara bersama-sama keempat variabel bebas tersebut terhadap kinerja sebesar 68,62% pada kalangan pegawai di lingkungan Rektorat Universitas Pendidikan Ganesha.