## ABSTRACT

SITI AZIZAH, Public Administration Study Program, Faculty of Social and Computer Science, Djuanda University Bogor, 2022, The Influence of Organizational Culture on Employee Performance in Cijeruk District, Bogor Regency, Advisor 1: Dr. Hj. Rita Rahmawati, Dra., M.Sc., Advisor 11: Irma Purnamasari, S.Si.

Organizational culture is the identity of an organization that has values as guidelines by all organization members and can affect employee performance. Organizational culture is used as the basis for attitudes, behavior, and actions taken while being part of the organization and building commitment to one another to the beliefs that are the fundamental values in overcoming problems and realizing organizational goals.

This study aimed to determine the effect of organizational culture on employee performance in Cijeruk District, Bogor Regency. The theory used in this study is organizational culture using the theory according to Robbins (2017), which suggests seven dimensions of organizational culture that must be met for the organization to run effectively. These dimensions include innovation risk-taking, attention (attention to detail), result orientation (outcome orientation), people-orientation, team orientation, aggressiveness, and stability (stability). Employee performance refers to the theory of Marigot (2012: 52); employee performance can be measured by several dimensions, including the quantity of work, quality of work, job knowledge, teamwork work), and creativity (creativity).

The method used is quantitative associative research methods, and data collection techniques used are observation, questionnaires, unstructured interviews, and literature study. The data analysis technique used by the researcher is the Spearman Rank correlation test, while the significance test uses the t-test and the coefficient of determination.

The study results indicate that organizational culture has a positive effect on employee performance in Cijeruk District, Bogor Regency. It can be seen from the calculated correlation coefficient of 0.783, meaning a powerful relationship between organizational culture (x) and employee performance (y). According to the t-test table, the t-table value is 2.028. Because the Spearman rank correlation and the t-test are significant, Ho is rejected, and Ha is accepted. It shows that if organizational culture increases, employee performance will also present this case, organizational culture (x) affects employee performance will also present this case, organizational culture (x) affects employee performance to the content of the content o

Keywords: Organizational Culture, Employee Performance.

## **ABSTRAK**

SITI AZIZAH, Program Studi Administrasi Publik, Fakultas Ilmu Sosial dan Ilmu Komputer, Universitas Djuanda Bogor, 2022, Pengaruh Budaya Organisasi Terhadap Kinerja Pegawai Di Kecamatan Cijeruk Kabupaten Bogor, Pembimbing I: Dr. Hj. Rita Rahmawati, Dra., M.Si., Pembimbing II: Irma Purnamasari, S.Si.

Budaya organisasi merupakan identitas sebuah organisasi yang memiliki nilainilai sebagai pedoman oleh semua anggota organisasi serta dapat mempengaruhi kinerja pegawai. Budaya organisasi dijadikan sebagai dasar dari sikap, perilaku, dan tindakan yang dilakukan selama menjadi bagian organisasi juga membangun komitmen satu sama lain terhadap keyakinan yang menjadi nilai dasar dalam mengatasi masalah dan mewujudkan tujuan organisasi.

Tujuan penelitian ini untuk mengetahui pengaruh budaya organisasi terhadap kinerja pegawai di Kecamatan Cijeruk Kabupaten Bogor. Teori yang digunakan dalam penelitian ini yaitu budaya organisasi menggunakan teori menurut Robbins (2017), yang mengemukakan tujuh dimensi budaya organisasi yang harus dipenuhi agar organisasi dapat berjalan secara efektif. Dimensi-dimensi tersebut antara lain : inovasi dan pengambilan resiko (innovation and risk taking), perhatian (attention to detail), orientasi hasil (outcome orientation), orientasi orang (people orientation), orientasi tim (team orientation), keagresifan (aggressiveness), dan kemantapan (stability). Adapun kinerja pegawai merujuk pada teori Marihot (2012:52), kinerja pegawai dapat diukur dengan beberapa dimensi antara lain : kuantitas pekerjaan (quantity of work), kualitas pekerjaan (quality of work), pengetahuan kerja (job knowledge), kerjasama tim (team work), dan kreatifitas (creatifity).

Metode yang digunakan peneliti dalam penelitian ini adalah menggunakan metode penelitian kuantitatif assosiatif. Teknik pengumpulan data yang digunakan adalah observasi, penyebaran kuesioner, wawancara tidak terstruktur dan studi kepustakaan. Teknik analisis data yang digunakan peneliti adalah uji korelasi Rank Spearman, sedangkan uji signifikansi menggunakan uji t dan koefisien determinasi.

Adapun hasil penelitian menunjukkan bahwa budaya organisasi berpengaruh positif terhadap kinerja pegawai di Kecamatan Cijeruk Kabupaten Bogor. Hal tersebut dapat dilihat dari Nilai hitung koefisien korelasi sebesar 0,783, artinya terdapat hubungan yang sangat kuat antara budaya organisasi (x) dan kinerja pegawai (y). Sesuai dengan tabel uji t diperoleh nilai t tabel 2,028. Karena korelasi rank spearman dan uji t tersebut signifikan sehingga Ho ditolak dan Ha diterima. Hal tersebut menunjukan apabila budaya organisasi meningkat maka kinerja pegawai pun akan meningkat. Dalam hal ini budaya organisasi (x) berpengaruh terhadap kinerja pegawai sebesar 61,31% sedangkan sisanya sebesar 38,69% dipengaruhi oleh faktor lain.

Kata Kunci: Budaya Organisasi, Kinerja Pegawai.