

**PENGARUH MOTIVASI KERJA, PELATIHAN, DAN
BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN
BAGIAN PRODUKSI PADA PT. EDLY KREASI KABUPATEN BOGOR**

***THE EFFECT WORK MOTIVATION, TRAINING, AND
ORGANIZATIONAL CULTURE ON THE PERFORMANCE OF
PRODUCTION EMPLOYEES AT PT EDLY KREASI BOGOR DISTRICT***

ABSTRAK

Penelitian ini dilakukan dengan tujuan mengetahui pengaruh motivasi kerja, pelatihan, dan budaya organisasi terhadap kinerja karyawan bagian produksi pada PT. Edly Kreasi. Pengambilan sampel menggunakan *purposive sample*, sampel yang digunakan dalam penelitian ini sebanyak 40 orang responden. Hasil uji validitas dan uji reliabilitas menunjukkan bahwa seluruh pernyataan dinyatakan valid dan reliabel. Hasil analisis korelasi berganda menyatakan bahwa terdapat hubungan yang sangat kuat antara motivasi kerja, pelatihan, dan budaya organisasi terhadap kinerja karyawan. Hasil koefisien determinasi kinerja karyawan dipengaruhi oleh motivasi kerja, pelatihan, dan budaya organisasi memperoleh nilai sebesar 81,5% sedangkan 18,5% dipengaruhi oleh faktor lain. Adapun analisis regresi berganda uji F menyatakan bahwa motivasi kerja, pelatihan, dan budaya organisasi secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil uji t menyatakan bahwa motivasi kerja, pelatihan, dan budaya organisasi secara parsial memiliki pengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci: Motivasi Kerja, Pelatihan, Budaya Organisasi, Kinerja Karyawan

ABSTRACT

This study aims to determine the effect of work motivation, training, and organizational culture on the performance of production employees at PT. Edly Kreasi. Sampling used a purposive sample, the sample used in this research was 40 respondents. The results of the validity test and reliability test show that all statements are declared valid and reliable. The result of multiple correlation analysis states that there is a very strong relationship between work motivation, training, and organizational culture on employee performance. The results of the coefficient of determination of employee performance influenced by work motivation, training, and organizational culture obtained a value of 81,5% while 18,5% was influenced by other factors. The F test multiple regression analysis states that work motivation, training, and organizational culture simultaneously have a positive and significant effect on employee performance. The results of the t test state that work motivation, training, and organizational culture partially have a positive and significant influence on employee performance.

Keywords: *Work Motivation, Training, Organizational Culture, Employee Performance*