

## ABSTRAK

### **PENGARUH BUDAYA ORGANISASI DAN MOTIVASI KERJA BERDASARKAN PENDEKATAN TEORI ERG TERHADAP KINERJA PEGAWAI DI PT. POS INDONESIA KCU BANDAR LAMPUNG**

Oleh

Ulfa Aulia

[ulfa.aulia382000@gmail.com](mailto:ulfa.aulia382000@gmail.com)

Penelitian ini bertujuan untuk mengetahui pengaruh Budaya Organisasi terhadap Kinerja Pegawai, pengaruh Motivasi Kerja berdasarkan pendekatan teori ERG terhadap Kinerja Pegawai, dan pengaruh Budaya Organisasi & Motivasi Kerja berdasarkan pendekatan teori ERG terhadap Kinerja Pegawai di PT. Pos Indonesia KCU Bandar Lampung. Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian kuantitatif. Sampel penelitian ini adalah pegawai PT. Pos Indonesia KCU Bandar Lampung berjumlah 53 orang. Metode analisis data menggunakan regresi Linier berganda sebagai alat analisisnya menggunakan *SPSS 26*. Dan hipotesis menggunakan uji t dan uji F. Hasil uji t menunjukkan nilai  $t_{hitung}$  sebesar  $5,990 > 2,00856$  nilai  $t_{tabel}$  yang artinya variabel Budaya Organisasi secara parsial tidak mempengaruhi variabel Kinerja Pegawai. Dan hasil uji t pada variabel Motivasi menunjukkan nilai  $t_{hitung}$  sebesar  $1,595 < 2,00856$  nilai  $t_{tabel}$  yang berarti bahwa variabel Motivasi Kerja berdasarkan pendekatan Teori ERG berpengaruh terhadap Kinerja Pegawai. Lalu hasil uji F menunjukkan nilai  $F_{hitung}$  sebesar  $95,668 > 3,18$  nilai  $F_{tabel}$  dari penelitian menemukan bahwa secara simultan variabel Budaya Organisasi dan Motivasi Kerja berdasarkan pendekatan teori ERG berpengaruh terhadap Kinerja Pegawai di PT. Pos Indonesia KCU Bandar Lampung.

**Kata Kunci : Budaya Organisasi, Motivasi Kerja, Teori ERG dan Kinerja Pegawai**

## **ABSTRACT**

### ***THE EFFECT OF ORGANIZATIONAL CULTURE AND WORK MOTIVATION BASED ON ERG THEORY APPROACH TO EMPLOYEE PERFORMANCE AT PT. POS INDONESIA BANDAR LAMPUNG HEAD OFFICE***

By

Ulfa Aulia

[ulfa.aulia382000@gmail.com](mailto:ulfa.aulia382000@gmail.com)

*The purpose of this study was to determine the effect of Organizational Culture on Employee Performance, the influence of Work Motivation based on the ERG theory approach on Employee Performance, and the influence of Organizational Culture & Work Motivation based on the ERG theory approach on Employee Performance at PT. Pos Indonesia Bandar Lampung head office. The type of this study was quantitative research. The sampling method in this study used purposive sampling technique, the number of samples was 53 employees of PT. Pos Indonesia Bandar Lampung head office. The data analyzing technique used in this study was through the multiple regression analysis using normality test, linearity test and multicollinearity test using SPSS 26 version. And the hypothesis uses the t test and F test. The t test results show a t count value of  $5.990 > 2.00856$  t table value, which means that the organizational culture variable partially does not affect the employee performance variable. And the results of the t-test on the motivation variable showed a t count value of  $1.595 < 2.00856$  t table value, which means that the work motivation variable based on the ERG theory approach has an effect on employee performance. Then the results of the F test show the F count value of  $95,668 > 3.18$ . F table value from the study found that simultaneously the variables of Organizational Culture and Work Motivation based on the ERG theory approach had an effect on Employee Performance at PT. Pos Indonesia Bandar Lampung head office.*

**Keywords:** *Organizational Culture, Work Motivation, ERG Theory, Employee Performance*