

INTISARI

PENGARUH BUDAYA ORGANISASI, KOMPENSASI DAN WORK FROM HOME TERHADAP KINERJA PEGAWAI DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING
(Study kasus pegawai BPS Provinsi Lampung)

By

Mas'ud Rifai

masrifa6a@gmail.com

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi, kompensasi, dan kerja dari rumah (work from home) terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel intervening. Studi kasus dilakukan di kantor Badan Pusat Statistik (BPS) Provinsi Lampung dengan melibatkan 72 responden pegawai. Metode analisis yang digunakan adalah Structural Equation Modelling Partial Least Square (SEM-PLS) dengan bantuan perangkat lunak SmartPLS 3.0.

Hasil penelitian menunjukkan bahwa budaya organisasi memiliki pengaruh positif namun tidak signifikan terhadap kepuasan kerja dan kinerja pegawai. Kompensasi juga berpengaruh positif namun tidak signifikan terhadap kepuasan kerja dan kinerja pegawai. Sebaliknya, kerja dari rumah (work from home) berpengaruh positif dan signifikan terhadap kepuasan kerja serta kinerja pegawai. Selain itu, kepuasan kerja ditemukan berpengaruh positif dan signifikan terhadap kinerja pegawai. Analisis lebih lanjut menunjukkan bahwa pengaruh budaya organisasi dan kompensasi terhadap kinerja pegawai melalui kepuasan kerja adalah positif namun tidak signifikan. Pengaruh kerja dari rumah (work from home) terhadap kinerja pegawai melalui kepuasan kerja juga positif namun tidak signifikan.

Kata kunci : Budaya organisasi, kompensasi, kerja dari rumah, kepuasan kerja, kinerja pegawai, SEM-PLS.

ABSTRACT

THE INFLUENCE OF ORGANIZATIONAL CULTURE, COMPENSATION,
AND WORK FROM HOME ON EMPLOYEE PERFORMANCE WITH JOB
SATISFACTION AS AN INTERVENING VARIABLE
(A Case Study of BPS Employees in Lampung Province)

By

Mas'ud Rifai

masrifa6a@gmail.com

This study aims to analyze the influence of organizational culture, compensation, and work from home on employee performance with job satisfaction as an intervening variable. The case study was conducted at the office of the Central Bureau of Statistics (BPS) in Lampung Province, involving 72 employee respondents. The analytical method used is Structural Equation Modeling Partial Least Square (SEM-PLS) with the assistance of SmartPLS 3.0 software.

The results of the study indicate that organizational culture has a positive but not significant effect on job satisfaction and employee performance. Similarly, compensation has a positive but not significant effect on job satisfaction and employee performance. Conversely, work from home has a positive and significant effect on both job satisfaction and employee performance. Additionally, job satisfaction is found to have a positive and significant effect on employee performance. Further analysis shows that the influence of organizational culture and compensation on employee performance through job satisfaction is positive but not significant. The influence of work from home on employee performance through job satisfaction is also positive but not significant.

Keywords: organizational culture, compensation, work from home, job satisfaction, employee performance, SEM-PLS.