

# PENGARUH KEPUASAN KERJA, MOTIVASI, GAYA KEPEMIMPINAN DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI PT. XYZ

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This research aims to examine the effect of Job Satisfaction, Motivation, Leadership Style and Organization Culture on the performance of employees PT. XYZ. The use this variables by reason of the previous research that Tampubolon (2007), Chairunnisa (2012), Chaterina & Intan (2012) who found the influence of leadership styles, motivation, organizational culture and job satisfaction on employee performance. Therefore, the authors intend to see if there is a relationship between leadership style, motivation, organizational culture and job satisfaction on employee performance in PT. XYZ.

The research was conducted in PT. XYZ on 6 – 7 March, 2017. With 1,669 total employees all over Indonesia in 28 cities and about 850 employees in Jakarta head office. This research is focusing to Jakarta area only. Sampling was done by purposive sampling. The data was collected using questionnaires distributed to respondents. Data were analyzed using Partial Least Square approach that kind of Structural Equation Modelling with component or variant and the program itself called SmartPLS version 3.0. The analysis consist of Outer Model (Convergent validity, Discriminant validity, Cronbach's Alpha, Average Variance Extracted, Composite Reliability) and Inner Model (R-Square, Bootstrapping, t-statistic, NFI).

The result showed that the job satisfaction, motivation, leadership style and organization culture has positive influence and significant impact on the performance of employees of PT. XYZ excluding the leadership style where does not have significant impact on the employee performance. This is due to the new executive management that mostly have recently joined not more than 3 years in average where has not been able to provide stimuli that can foster the spirit of work, innovation and new ways to solve problems encountered in carrying out the work.

It is recommended that PT. XYZ continues to improve job satisfaction, motivation, organizational culture and leadership style.

Key words: leadership style, motivation, organizational culture, job satisfaction and performance.