

ABSTRAKSI

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PENGARUH KOMPETENSI KERJA DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI DI PUSKESMAS PASIR JAYA KECAMATAN CIKUPA KABUPATEN TANGERANG.

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Kata Kunci : Pengaruh Kompetensi, Budaya Organisasi dan Kinerja pegawai.

Penelitian ini bertujuan untuk menganalisis dan mengetahui apakah Kompetensi kerja dan budaya organisasi terhadap kinerja pegawai berpengaruh di Puskesmas Pasir Jaya . Sampel yang digunakan penulis dalam penelitian ini sebanyak 50 responden dan pengambilan sampel menggunakan teknik *random sampling*. Pada penelitian kali ini analisis data yang dilakukan menggunakan bantuan SPSS versi 26. Sedangkan teknik pengujian data yang dilakukan dalam penelitian ini adalah uji validitas, uji reliabilitas, uji normalitas, analisis korelasi parsial, koefisien determinasi, uji regresi linear berganda, dan uji hipotesis (uji t dan F). Hasil penelitian menunjukkan bahwa Kompetensi berpengaruh terhadap Kinerja pegawai. Dan budaya organisasi berpengaruh terhadap Kinerja pegawai. Dari hasil uji t parsial untuk variabel Kompetensi (X_1) diperoleh $t_{hitung} = 5,184 > t_{tabel} 2,011$. Maka $H_0 =$ Ditolak dan $H_a =$ Diterima. Jadi terdapat pengaruh Kompetensi terhadap Kinerja pegawai di Puskesmas Pasir Jaya . Persentase Kompetensi terhadap Kinerja pegawai di Puskesmas Pasir Jaya sebesar 49,7%. serta hasil uji parsial untuk variabel budaya organisasi (X_2) diperoleh $t_{hitung} = 4,763 > t_{tabel} 2,011$, maka $H_0 =$ Ditolak dan $H_a =$ Diterima. Jadi terdapat pengaruh budaya organisasi terhadap kinerja pegawai di Puskesmas Pasir Jaya . Persentase budaya organisasi terhadap kinerja pegawai di Puskesmas Pasir Jaya sebesar 45,7%. Untuk hasil uji F untuk variabel Kompetensi (X_1) dan budaya organisasi (X_2) diperoleh $F_{hitung} = 72,850 > F_{tabel} 0,05 = 3,19$, maka $H_0 =$ Ditolak dan $H_a =$ Diterima. Jadi terdapat pengaruh Kompetensi dan budaya organisasi terhadap kinerja pegawai di Puskesmas Pasir Jaya. Persentase pengaruh Kompetensi Kerja dan budaya organisasi terhadap kinerja pegawai sebesar 74,6% sedangkan sisanya 25,4% dipengaruhi oleh faktor lain.

ABSTRACTION

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THE INFLUENCE OF WORK COMPETENCE AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE AT PUSKESMAS PASIR JAYA, CIKUPA DISTRICT, TANGERANG DISTRICT.

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Keywords: The Influence of Competence, Organizational Culture and Employee Performance.

This study aims to analyze and find out whether work competence and organizational culture have an effect on employee performance at the Pasir Jaya Health Center. The sample used by the author in this study was 50 respondents and the sample was taken using a random sampling technique. In this study, data analysis was carried out using SPSS version 26. While the data testing techniques carried out in this study were validity test, reliability test, normality test, partial correlation analysis, coefficient of determination, multiple linear regression test, and hypothesis testing (test t and F). The results of the study show that competence influences employee performance. And organizational culture influences employee performance. From the results of the partial t test for the Competency variable (X_1) it is obtained $t \text{ count} = 5.184 > t \text{ table } 2.011$. Then $H_0 = \text{Rejected}$ and $H_a = \text{Accepted}$. So there is an influence of competence on employee performance at the Pasir Jaya Health Center. The percentage of competency on employee performance at the Pasir Jaya Health Center is 49.7%. and the results of the partial test for organizational culture variable (X_2) obtained $t \text{ count} = 4.763 > t \text{ table } 2.011$, then $H_0 = \text{Rejected}$ and $H_a = \text{Accepted}$. So there is an influence of organizational culture on employee performance at the Pasir Jaya Health Center. The percentage of organizational culture on employee performance at the Pasir Jaya Health Center is 45.7%. For the results of the F test for competence (X_1) and organizational culture (X_2) variables, $F \text{ count} = 72.850 > F \text{ table } 0.05 = 3.19$, then $H_0 = \text{Rejected}$ and $H_a = \text{Accepted}$. So there is an influence of competence and organizational culture on employee performance at the Pasir Jaya Health Center. The percentage of influence of work competence and organizational culture on employee performance is 74.6%, while the remaining 25.4% is influenced by other factors.