

ABSTRAK

Tesis ini adalah hasil penelitian kuantitatif yang berjudul pengaruh budaya organisasi, lingkungan kerja dan promosi jabatan terhadap kinerja pegawai melalui motivasi kerja sebagai variabel intervening. Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi, lingkungan kerja dan promosi jabatan terhadap kinerja pegawai dengan motivasi kerja sebagai mediasi. Data diperoleh melalui kuesioner yang dibagikan kepada 142 Pegawai Negeri Sipil Kabupaten Banyuwangi dan peneliti menggunakan teknik *Structural Equation Modelling-Partial Least Squares* (SEM-PLS) dengan perangkat lunak WarpPLS 7.0 untuk menguji hipotesis. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan budaya organisasi terhadap kinerja pegawai, terdapat pengaruh positif dan signifikan lingkungan kerja terhadap kinerja pegawai, promosi jabatan positif signifikan terhadap kinerja pegawai, budaya organisasi berpengaruh positif signifikan terhadap motivasi kerja, lingkungan kerja berpengaruh positif dan signifikan terhadap motivasi kerja, promosi jabatan berpengaruh positif signifikan terhadap motivasi kerja, motivasi kerja berpengaruh positif signifikan terhadap kinerja pegawai, motivasi kerja memediasi budaya organisasi terhadap kinerja pegawai, motivasi kerja memediasi lingkungan kerja terhadap kinerja pegawai dan motivasi kerja memediasi promosi jabatan terhadap kinerja pegawai. Akhirnya, penelitian ini memperluas pengetahuan baru terhadap literatur yang ada tentang budaya organisasi, lingkungan kerja, promosi jabatan, motivasi kerja dan kinerja pegawai dengan mengusulkan model alternatif tentang bagaimana hubungan ini ada. Berdasarkan angka *R-square* persamaan 1 diperoleh sebesar 0,599 atau 59,9%. Hal ini menunjukkan bahwa persentase sumbangan model I budaya organisasi (X1), lingkungan kerja (X2) dan promosi jabatan (X3) terhadap motivasi kerja (Z) sebesar 59,9%, sedangkan sisanya sebesar 40,1% dipengaruhi variabel lain yang tidak diteliti. Angka *R-square* persamaan 2 diperoleh sebesar 0,762 atau 76,2%, Hal ini menunjukkan bahwa persentase sumbangan model II budaya organisasi (X1), lingkungan kerja (X2) dan promosi jabatan (X3) dan motivasi kerja (Z) terhadap kinerja pegawai (Y) sebesar 76,2%, sedangkan sisanya sebesar 23,8% dipengaruhi variabel lain yang tidak diteliti.

Kata kunci: budaya organisasi, lingkungan kerja, promosi jabatan, motivasi kerja, kinerja pegawai.

ABSTRACT

This thesis is the result of a quantitative research entitled the influence of organizational culture, work environment, and job promotion on employee performance through work motivation as an intervening variable. This study aims to determine the influence of organizational culture, work environment, and job promotion on employee performance with work motivation as a mediator. The data was obtained through questionnaires distributed to 142 Civil Servants in Banyuwangi Regency and the researchers used Structural Equation Modeling-Partial Least Squares (SEM-PLS) techniques with WarpPLS 7.0 software to test the hypothesis.

The results of the study showed that there was a positive and significant influence of organizational culture on employee performance, a positive and significant influence of the work environment on employee performance, a significant positive influence of job promotion on employee performance, organizational culture had a significant positive influence on work motivation, the work environment had a positive and significant influence on work motivation, job promotion had a significant positive influence on work motivation, work motivation had a significant positive influence on employee performance, work motivation mediated organizational culture towards employee performance, work environment mediated work environment towards employee performance, and work motivation mediated job promotion towards employee performance.

Finally, this study expands new knowledge to the existing literature on organizational culture, work environment, job promotion, work motivation, and employee performance by proposing an alternative model of how these relationships exist. Based on the R-square value of equation 1, it was obtained 0.599 or 59.9%. This shows that the percentage of contribution of model I organizational culture (X1), work environment (X2), and job promotion (X3) to work motivation (Z) is 59.9%, while the remaining 40.1% is influenced by other variables that are not examined. The R-square value of equation 2 was obtained 0.762 or 76.2%. This shows that the percentage of contribution of model II organizational culture (X1), work environment (X2), and job promotion (X3), and work motivation (Z) to employee performance (Y) is 76.2%, while the remaining 23.8% is influenced by other variables that are not examined.

Keywords: organizational culture, work environment, job promotion, work motivation, employee performance