

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi, beban kerja, dan kompensasi terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel intervening pada pegawai kementerian agama pada bidang lembaga Pendidikan madrasah Aliyah negeri di Kabupaten Banyuwangi. Permasalahan yang melatarbelakangi penelitian ini adalah pentingnya peningkatan kinerja pegawai yang sering kali dipengaruhi oleh faktor internal organisasi. Metode penelitian menggunakan pendekatan kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner kepada 259 responden yang ditentukan melalui purposive sampling dari total populasi 321 pegawai. Analisis data dilakukan menggunakan metode Structural Equation Modeling (SEM) berbasis Partial Least Square (PLS). Hasil penelitian menunjukkan bahwa kompensasi berpengaruh positif dan signifikan terhadap kinerja pegawai dan kepuasan kerja, sementara budaya organisasi tidak berpengaruh signifikan. Beban kerja ditemukan memiliki pengaruh negatif terhadap kinerja pegawai. Selain itu, kepuasan kerja terbukti berperan sebagai variabel intervening yang memperkuat hubungan antara variabel independen dengan kinerja pegawai. Temuan ini menegaskan pentingnya organisasi untuk memperhatikan aspek kompensasi yang adil serta manajemen beban kerja guna meningkatkan kepuasan dan kinerja pegawai.

Kata Kunci: Budaya Organisasi, Beban Kerja, Kompensasi, Kepuasan Kerja, Kinerja Pegawai, Partial Least Square (PLS).

ABSTRACT

This study aims to analyze the influence of organizational culture, workload, and compensation on employee performance with job satisfaction as an intervening variable among employees of the Ministry of Religious Affairs in the Madrasah Aliyah Negeri education sector in Banyuwangi Regency. The problem underlying this research is the importance of improving employee performance, which is often influenced by internal organizational factors. The research method uses a quantitative approach with data collection through questionnaires distributed to 259 respondents determined by purposive sampling from a total population of 321 employees. Data analysis was carried out using the Structural Equation Modeling (SEM) method based on Partial Least Square (PLS). The results of the study show that compensation has a positive and significant effect on employee performance and job satisfaction, while organizational culture has no significant effect. Workload was found to have a negative effect on employee performance. In addition, job satisfaction was proven to act as an intervening variable that strengthens the relationship between independent variables and employee performance. These findings emphasize the importance for organizations to pay attention to fair compensation and workload management in order to improve employee satisfaction and performance.

Keywords: Organizational Culture, Workload, Compensation, Job Satisfaction, Employee Performance, Partial Least Square (PLS).