

ABSTRAK

Keberhasilan organisasi sangat dipengaruhi oleh kinerja pegawai yang didukung oleh sistem kompensasi, budaya organisasi, dan motivasi kerja yang efektif. Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi dan budaya organisasi terhadap kinerja pegawai, pengaruh kompensasi dan budaya organisasi terhadap motivasi kerja, pengaruh motivasi kerja terhadap kinerja pegawai, serta peran motivasi kerja sebagai variabel mediasi pada PT Kimia Farma Apotek Unit Bisnis Purwokerto. Penelitian ini merupakan penelitian kausal dengan pendekatan kuantitatif. Data yang digunakan adalah data primer yang diperoleh melalui penyebaran kuesioner kepada 34 pegawai PT Kimia Farma Apotek Unit Bisnis Purwokerto. Analisis data dilakukan menggunakan Structural Equation Modeling–Partial Least Squares (SEM-PLS). Hasil penelitian menunjukkan bahwa kompensasi berpengaruh positif dan signifikan terhadap kinerja pegawai dan motivasi kerja. Budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai dan motivasi kerja. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Selain itu, motivasi kerja terbukti mampu memediasi pengaruh kompensasi dan budaya organisasi terhadap kinerja pegawai.

Kata Kunci: Kompensasi, Budaya Organisasi, Motivasi Kerja, Kinerja Pegawai.



ABSTRACT

Organizational success is strongly influenced by employee performance supported by an effective compensation system, organizational culture, and work motivation. This study aims to analyze the effects of compensation and organizational culture on employee performance, the effects of compensation and organizational culture on work motivation, the effect of work motivation on employee performance, and the mediating role of work motivation in PT Kimia Farma Apotek Purwokerto Business Unit. This study employed a quantitative causal research design. Primary data were collected through questionnaires distributed to 34 employees of PT Kimia Farma Apotek Purwokerto Business Unit. The data were analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS). The findings indicate that compensation has a positive and significant effect on employee performance and work motivation. Organizational culture also has a positive and significant effect on employee performance and work motivation. Work motivation positively and significantly affects employee performance. Furthermore, work motivation mediates the effects of compensation and organizational culture on employee performance.

Keywords: *Compensation, Organizational Culture, Work Motivation, Employee Performanc*



