

ABSTRAK

Penelitian ini dilatarbelakangi oleh kondisi budaya kerja di PT. Errita Pharma yang belum sepenuhnya terbentuk secara konsisten, serta etos kerja karyawan yang belum optimal dalam mendukung pencapaian kinerja maksimal. Permasalahan ini berdampak pada belum tercapainya target optimal, khususnya dalam aspek ketepatan waktu dan efisiensi kerja. Tujuan penelitian adalah untuk mengetahui gambaran budaya kerja, etos kerja, dan kinerja karyawan, serta menganalisis pengaruh budaya kerja dan etos kerja terhadap kinerja karyawan.

Penelitian menggunakan metode kuantitatif dengan pendekatan deskriptif dan asosiatif. Data dikumpulkan melalui kuesioner dan dianalisis dengan regresi linier berganda. Hasil penelitian menunjukkan bahwa budaya kerja di perusahaan telah mencerminkan nilai-nilai positif, terutama dalam hal kerja sama tim, namun masih memerlukan penguatan pada aspek kolaborasi, pengembangan diri, dan penyelesaian konflik. Etos kerja karyawan berada pada kategori tinggi, ditandai dengan dedikasi, tanggung jawab, inisiatif, dan motivasi yang kuat, meskipun loyalitas terhadap perusahaan masih dapat ditingkatkan.

Secara simultan, budaya kerja dan etos kerja terbukti berpengaruh signifikan terhadap kinerja karyawan. Etos kerja memiliki pengaruh yang lebih dominan dibandingkan budaya kerja dalam meningkatkan kinerja. Temuan ini menegaskan bahwa peningkatan kinerja karyawan dapat dicapai melalui pembentukan budaya kerja yang kondusif dan konsisten, serta penguatan etos kerja yang mendorong motivasi, tanggung jawab, dan komitmen terhadap tujuan perusahaan.

Secara parsial, budaya kerja berpengaruh positif namun tidak signifikan terhadap kinerja karyawan, sedangkan etos kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Dengan demikian, etos kerja memberikan pengaruh yang lebih dominan dalam meningkatkan kinerja karyawan dibandingkan budaya kerja.

Kata kunci: Budaya Kerja, Etos Kerja, Kinerja Karyawan.

ABSTRACT

This research is motivated by the condition of the work culture at PT. Errita Pharma, which has not been fully and consistently established, as well as the employees' work ethic, which has yet to be optimal in supporting the achievement of maximum performance. This issue has resulted in the company not reaching its optimal targets, particularly in terms of timeliness and work efficiency. The purpose of this study is to examine the work culture, work ethic, and employee performance, as well as to analyze the influence of work culture and work ethic on employee performance.

The research employs a quantitative method with descriptive and associative approaches. Data were collected through questionnaires and analyzed using multiple linear regression. The findings indicate that the company's work culture reflects positive values, particularly in terms of teamwork, but still requires strengthening in aspects such as collaboration, self-development, and conflict resolution. The employees' work ethic is categorized as high, characterized by dedication, responsibility, initiative, and strong motivation, although loyalty to the company still has room for improvement.

Simultaneously, work culture and work ethic have a significant effect on employee

Performance, with work ethic having a more dominant influence compared to work culture. These findings emphasize that improving employee performance can be achieved through the development of a conducive and consistent work culture, as well as strengthening a work ethic that fosters motivation, responsibility, and commitment to the company's goals.

Partially, work culture has a positive but not significant effect on employee performance, while work ethic has a positive and significant effect. Thus, work ethic has a more dominant influence in improving employee performance compared to work culture.

Keywords: Work Culture, Work Ethic, Employee Performance.