

ABSTRAK

PENGARUH BUDAYA KERJA TERHADAP KINERJA KARYAWAN

(Studi Kasus pada Kantor Kecamatan Mandalajati)

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Kinerja karyawan menjadi faktor kunci keberhasilan organisasi, terutama di sektor pelayanan publik seperti Kantor Kecamatan Mandalajati. Dalam tuntutan pelayanan yang cepat dan berkualitas, budaya kerja berperan penting membentuk perilaku dan etos kerja karyawan. Hasil pengamatan menunjukkan masih ada karyawan yang bekerja dengan ritme santai, menunda tugas, dan lebih fokus pada kepuasan atasan daripada produktivitas. Penelitian ini bertujuan mengukur pengaruh budaya kerja terhadap kinerja karyawan menggunakan pendekatan kuantitatif. Data diperoleh melalui kuesioner kepada 40 responden dengan teknik total sampling, dan dianalisis menggunakan uji validitas, reliabilitas, normalitas, regresi linier sederhana, serta koefisien determinasi. Hasil penelitian menunjukkan budaya kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan koefisien regresi 0,934 dan koefisien determinasi 71,8%, sedangkan 28,2% sisanya dipengaruhi faktor lain di luar penelitian. Kesimpulannya, semakin baik budaya kerja, semakin tinggi pula kinerja karyawan di kantor kecamatan mandalajati. Penguatan budaya kerja positif menjadi strategi penting untuk meningkatkan kinerja di Kantor Kecamatan Mandalajati.

Kata Kunci: Budaya Kerja, Kinerja Karyawan, Manajemen Sumber Daya Manusia.

ABSTRACT

THE INFLUENCE OF WORK CULTURE ON EMPLOYEE PERFORMANCE

(Case Study at Mandalajati District Office)

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Employee performance is a key factor in organizational success, particularly in public service sectors such as the Mandalajati District Office. In the context of demands for fast and high-quality service, work culture plays an essential role in shaping employees' behavior and work ethic. Observations reveal that some employees still work at a relaxed pace, delay task completion, and tend to focus more on pleasing superiors rather than on productivity. This study aims to measure the influence of work culture on employee performance using a quantitative approach. Data were collected through questionnaires distributed to 40 respondents using a total sampling technique, and analyzed using validity, reliability, and normality tests, as well as simple linear regression and the coefficient of determination. The results indicate that work culture has a positive and significant effect on employee performance, with a regression coefficient of 0.934 and a coefficient of determination of 71.8%, while the remaining 28.2% is influenced by other factors not covered in this research. In conclusion, the better the work culture, the higher the employee performance at the Mandalajati District Office. Strengthening a positive work culture is a crucial strategy to improve performance in this institution.

Keywords: Work Culture, Employee Performance, Human Resource Management.