

**PENGARUH KEPUASAN KERJA DAN BUDAYA ORGANISASI
TERHADAP KINERJA KARYAWAN BAGIAN PRODUKSI
PG. TJOEKIR JOMBANG**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui dan menjelaskan pengaruh kepuasan kerja dan budaya organisasi terhadap kinerja karyawan bagian produksi PG. Tjoekir Jombang. Penelitian menggunakan metode penelitian eksplanasi yang dilaksanakan melalui pengumpulan data di lapangan. populasi karyawan tetap bagian produksi pada Pabrik Gula Tjoekir di Kabupaten Jombang sebanyak 106 karyawan dengan sampel 52 karyawan. Analisis dengan Regresi Linier berganda dan pengujian hipotesis dan koefisien diterminasi. Berdasarkan hasil penelitian menunjukkan bahwa Kepuasan kerja mampu menurunkan kinerja karywan PG. Tjoekir Jombang. Artinya apabila semakin rendah Kepuasan kerja maka kinerja karywan PG. Tjoekir Jombang akan mengalami penurunan dan Budaya organisasi mampu menurunkan kinerja karywan PG. Tjoekir Jombang. Artinya apabila semakin rendah budaya organisasi maka kinerja karywan PG. Tjoekir Jombang akan mengalami penurunan

Kata Kunci: kepuasan kerja, budaya organisasi dan kinerja karyawan

**EFFECT OF JOB SATISFACTION AND ORGANIZATIONAL CULTURE
ON THE PERFORMANCE OF PRODUCTION SECTOR EMPLOYEES
PG. TJOEKIR JOMBANG**

ABSTRACT

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This study aims to determine and explain the effect of job satisfaction and organizational culture on the performance of employees in the production division of PG. Tjoekir Jombang. The research uses an explanatory research method which is carried out through data collection in the field. the population of permanent employees in the production division at the Tjoekir Sugar Factory in Jombang Regency is 106 employees with a sample of 52 employees. Analysis with multiple linear regression and hypothesis testing and coefficient termination. Based on the results of the study showed that job satisfaction was able to reduce the performance of PG employees. Tjoekir Jombang. This means that if the lower job satisfaction, the performance of PG employees. Tjoekir Jombang will experience a decline and organizational culture can reduce the performance of PG employees. Tjoekir Jombang. This means that the lower the organizational culture, the performance of PG employees. Tjoekir Jombang will experience a decline

Keywords: job satisfaction, organizational culture and employee performance

