

## **ABSTRAKSI**

Penelitian ini bertujuan untuk mengkaji pengaruh iklim organisasi dan motivasi berprestasi terhadap kinerja pada tenaga kependidikan di Fakultas Ekonomika dan Bisnis Universitas Gadjah Mada (FEB UGM). Penelitian ini dilakukan dengan metode kuantitatif terhadap 55 orang responden tenaga kependidikan di lingkungan FEB UGM. Analisis data dilakukan dengan menggunakan teknik regresi berganda. Hasil analisis statistika menunjukkan bahwa iklim organisasi dan motivasi berprestasi secara simultan berpengaruh terhadap kinerja tenaga kependidikan FEB UGM dengan kemampuan memprediksi sebesar 17,8%, sedangkan secara parsial iklim organisasi tidak berpengaruh terhadap kinerja. Motivasi berprestasi berpengaruh terhadap kinerja dengan kemampuan memprediksi sebesar 42,70%.

**Kata kunci:** iklim organisasi, motivasi berprestasi, kinerja

## **ABSTRACT**

*The aim of the research is to reveal the influence of organizational climate and achievement motivation towards performance of the administrative staffs in Faculty of Economics and Business University of Gadjah Mada (FEB UGM). The study is also conducted to disclose partially the influence of organizational climate and the influence of achievement motivation toward performance of administrative staffs in FEB UGM. The research uses 55 respondents in FEB UGM as the samples. The data analysis applies the multiple regression technique to figure out the output of the research. The statistical analysis exhibits that the organizational climate and achievement motivation simultaneously impact the performance by 17,8%. Whereas; partially the organizational climate does not impact the performance. On the contrary, the achievement motivation affects on the performance with the prediction ability of 42.70%.*

**Keywords:** *organizational climate, achievement motivation, performance*