

**Pengaruh Persepsi Budaya Organisasi
dan Motivasi Berprestasi Terhadap Kinerja Karyawan
Pondok Pesantren Daarut Tauhiid Bandung.**

**(The Influence of Organizational Culture Perception
and Achievement Motivation Toward Employee Job Performance of
Pondok Pesantren Daarut Tauhiid Bandung)**

INTISARI

Penelitian ini bertujuan untuk mengungkap tingkat pengaruh langsung persepsi budaya organisasi terhadap kinerja karyawan dan pengaruh tidak langsung kedua variabel tersebut melalui motivasi berprestasi sebagai variabel mediator. Penelitian ini juga bertujuan untuk mencari tingkat signifikansi dari persepsi budaya organisasi sebagai prediktor kinerja karyawan, baik secara langsung maupun melalui variabel mediator motivasi berprestasi.

Data penelitian diperoleh melalui metode survey terhadap 75 karyawan di Pondok Pesantren Daarut Tauhiid Bandung, yang terbagi kepada Yayasan Daarut Tauhiid, Kopontren Daarut Tauhiid, dan MQ Corporation, sebagai subyek penelitian. Skala Kinerja, Skala Persepsi Budaya Organisasi, dan Skala Motivasi Berprestasi merupakan instrumen yang digunakan dalam penelitian ini.

Analisis data dilakukan dengan menggunakan Analisis Regresi, termasuk analisis alur dengan bantuan program statistik SPS versi 2000 edisi Sutrisno Hadi dan Yuni Pamardiningsih. Hasil analisis regresi mengungkap bahwa persepsi budaya organisasi mempengaruhi kinerja karyawan secara langsung, maupun melalui mediator motivasi berprestasi. Hasil analisis regresi untuk melihat adanya peran mediator dalam hubungan variabel bebas terhadap variabel tergantung mengungkap bahwa persepsi budaya organisasi dan motivasi berprestasi berpengaruh secara signifikan terhadap kinerja karyawan, dimana $F = 106.584$, $R^2 = 0.748$, $p = 0,000$ artinya kedua variabel tersebut mempengaruhi variabel kinerja sebesar 74.8 persen. Sementara itu, hasil analisis alur mengungkap terjadi perubahan pengaruh persepsi budaya organisasi terhadap kinerja melalui mediator motivasi berprestasi, yaitu koefisien jalur = 0.777, $r = 0.864$, $p = 0,043$ dengan efek total 0.671, artinya motivasi berprestasi memberikan kontribusi 67.1 persen terhadap kinerja, sedangkan sumbangan persepsi budaya organisasi, koef. jalur = 0.089, $r = 0.856$, $p = 0,811$ dengan efek total 0.076, yang artinya persepsi budaya organisasi tidak berpengaruh secara signifikan terhadap kinerja karyawan.

Kata Kunci: *Persepsi Budaya Organisasi, Motivasi Berprestasi, Kinerja karyawan.*

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ABSTRACT

This study was a correlational study which aimed at revealing the extent to which the direct effect of organizational culture perception on employee job performance and the effect of both variables mediated by achievement motivation, and also finding out how significant the role of organizational culture perception toward employee job performance, directly and through mediating variable achievement motivation, at Pondok Pesantren Daarut Tauhiid Bandung.

Data for the study were obtained through surveys. There were 75 employees at Yayasan Daarut Tauhiid, Kopontren Daarut Tauhiid, and MQ Corporation who became the subjects in this study. The measuring tools employed in this study were Job Performance Scale, Organizational Culture Perception Scale, and Achievement Motivation Scale.

Data were analyzed using Regression Analysis and Path Analysis, with the help of SPS 2000 version, Sutrisno Hadi & Yuni Pamardiningasih edition. The result of multiple regression analysis showed that organizational culture perception and achievement motivation (mediator) were significantly affected employee job performance, in which $F = 106.584$, $R^2 = 0.748$, $p = 0,000$. The result of path analysis that achievement motivation had contributed to employee job performance with path coefficient = 0.777, $r = 0.864$, $p = 0,043$ with effectively contributed 67.1 percent. In the meantime, the effective contribution of the two variables to the dependent variable was 74.8 percent. Meanwhile, path analysis showed that organizational culture perception were not significantly affected employee job performance with path coefficient = 0.089, $r = 0.856$, $p = 0,811$ and effectively contributed 0.076 to employee job performance.

Keywords: *Organizational Culture Perception, Achievement Motivation, Job Performance.*