

ABSTRAK

Skripsi dengan judul “Pengaruh Budaya Organisasi, Kemampuan Kerja, Motivasi Kerja, Dan Disiplin Kerja Terhadap Kinerja Karyawan Di Bank Muamalat Indonesia Kantor Cabang Kediri” ini ditulis oleh Aniatuzzuhroh, NIM 17401153144, Fakultas Ekonomi dan Bisnis Islam, Jurusan Perbankan Syariah pembimbing Dr. Agus Eko Sujianto, SE, MM.

Penelitian ini dilatar belakangi oleh semakin pesatnya lembaga keuangan syariah atau bank syariah, maka bank syariah harus memiliki aset utama dalam sumber daya manusia yakni kinerja karyawan yang tinggi. Oleh sebab itu bank syariah harus berusaha meningkatkan kualitas kinerja karyawan supaya tujuan yang diinginkan bisa tercapai. Penelitian ini menghubungkan variabel-variabel bebas meliputi budaya organisasi, kemampuan kerja, motivasi kerja, dan disiplin kerja dengan variabel terikat kinerja karyawan.

Rumusan masalah dalam penelitian ini adalah: 1) Bagaimana Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan di Bank Muamalat Indonesia Kantor Cabang Kediri? 2) Bagaimana Pengaruh Kemampuan Kerja Terhadap Kinerja Karyawan di Bank Muamalat Indonesia Kantor Cabang Kediri? 3) Bagaimana Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan di Bank Muamalat Indonesia Kantor Cabang Kediri? 4) Bagaimana Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan di Bank Muamalat Indonesia Kantor Cabang Kediri? 5) Bagaimana Pengaruh Budaya Organisasi, Kemampuan Kerja, Motivasi Kerja dan Disiplin Kerja Secara Bersama-sama Terhadap Kinerja Karyawan di Bank Muamalat Indonesia Kantor Cabang Kediri?.

Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian asosiatif. Pengambilan sampel dengan menggunakan non probability sampling. Sementara cara pengambilan sampel menggunakan sampling jenuh (sensus), karena semua anggota populasi yang diteliti digunakan sebagai sampel. Sumber data yang digunakan ini adalah data primer. Metode yang digunakan dalam penelitian ini adalah uji validitas dan reabilitas, uji asumsi klasik dan regresi linier berganda yang berfungsi untuk membuktikan hipotesis penelitian.

Hasil penelitian ini menunjukkan bahwa (1) budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan (2) kemampuan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (3) motivasi kerja berpengaruh negatif dan signifikan terhadap kinerja karyawan (4) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (5) budaya organisasi, kemampuan kerja, motivasi kerja, dan disiplin kerja secara bersama-sama mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan di bank muamalat Indonesia kantor cabang Kediri.

Kata Kunci : Budaya Organisasi, Disiplin Kerja, Kemampuan Kerja, Kinerja Karyawan, Motivasi Kerja.

ABSTRACT

The thesis with the title "The Influence Of Organizational Culture, Work Ability, Work Motivation, And Work Discipline On Employee Performance At Bank Muamalat Indonesia Kediri Branch Office" was written by Aniatuzzuhroh, NIM 17401153144, Faculty of Economics and Islamic Business, Department of Islamic Banking. Agus Eko Sujianto, SE, MM.

This research is motivated by the rapid growth of Islamic financial institutions or Islamic banks, Islamic banks must have the main asset in human resources, namely high employee performance. Therefore, Islamic banks must try to improve the quality of employee performance so that the desired goals can be achieved. This study links the independent variables including organizational culture, work ability, work motivation, and work discipline with the dependent variable of employee performance.

The formulation of the problem in this study are: 1) How is the Influence of Organizational Culture on Employee Performance at Bank Muamalat Indonesia Kediri Branch Office? 2) What is the Influence of Work Ability on Employee Performance at Bank Muamalat Indonesia Kediri Branch Office? 3) What is the Influence of Work Motivation on Employee Performance at Bank Muamalat Indonesia Kediri Branch Office? 4) How Does Work Discipline Affect Employee Performance at Bank Muamalat Indonesia Kediri Branch Office? 5) What is the Effect of Organizational Culture, Work Ability, Work Motivation and Work Discipline Together on Employee Performance at Bank Muamalat Indonesia Kediri Branch Office?.

This study uses a quantitative approach with the type of associative research. Sampling using non-probability sampling. Meanwhile, the sampling method used was saturated sampling (census), because all members of the population studied were used as samples. The source of the data used is primary data. The method used in this research is validity and reliability test, classical assumption test and multiple linear regression which serves to prove the research hypothesis.

The results of this study indicate that (1) organizational culture has a positive and significant effect on employee performance (2) work ability has a positive and significant effect on employee performance (3) work motivation has a negative and significant effect on employee performance (4) work discipline has a positive and significant effect on employee performance (5) organizational culture, work ability, work motivation, and work discipline together have a positive and significant influence on employee performance at bank muamalat Indonesia Kediri branch office.

Keywords: Organizational Culture, Work Discipline, Work Ability, Employee Performance, Work Motivation.