

ABSTRAK

Skripsi dengan judul “Pengaruh Budaya Organisasi, Rekrutmen, Etika Kerja dan Kompensasi terhadap Kinerja Karyawan pada BMT UGT Sidogiri Blitar” ini ditulis oleh Dwi Yuliana Sari Jurusan Perbankan Syariah, NIM.1741143088, Pembimbing Lantip Susilowati, S.Pd., M.M.

Penelitian ini dilatarbelakangi oleh adanya kinerja karyawan yang kurang maksimal. Kinerja karyawan sendiri dipengaruhi oleh budaya organisasi, rekrutmen, etika kerja dan kompensasi. Banyak anggota yang kurang puas terhadap kinerja karyawan, ini terbukti dengan banyaknya anggota yang mengeluh akan kinerja yang diberikan.

Rumusan masalah dalam penelitian pada BMT UGT Sidogiri Blitar ini adalah: (1) Apakah budaya organisasi berpengaruh secara parsial terhadap kinerja karyawan? (2) Apakah rekrutmen berpengaruh secara parsial terhadap kinerja karyawan? (3) Apakah etika kerja berpengaruh secara parsial terhadap kinerja karyawan pada? (4) Apakah kompensasi berpengaruh secara parsial terhadap kinerja karyawan? (5) Apakah budaya organisasi, rekrutmen, etika kerja dan kompensasi berpengaruh secara simultan terhadap kinerja karyawan? Adapun tujuan penelitian ini adalah (1) Untuk menguji secara parsial pengaruh budaya organisasi terhadap kinerja karyawan. (2) Untuk menguji secara parsial pengaruh rekrutmen terhadap kinerja karyawan. (3) Untuk menguji secara parsial pengaruh etika kerja terhadap kinerja karyawan. (4) Untuk menguji secara parsial pengaruh kompensasi terhadap kinerja karyawan. (5) Untuk menguji secara simultan pengaruh budaya organisasi, rekrutmen, etika kerja dan kompensasi terhadap kinerja karyawan.

Penelitian ini menggunakan metode pendekatan kuantitatif dengan jenis penelitian asosiatif. Teknik yang digunakan dalam penelitian ini adalah teknik sampling jenuh. Jumlah sampel yang digunakan dalam penelitian ini sebanyak 30 responden yaitu karyawan pada BMT UGT Sidogiri Blitar.

Hasil penelitian menunjukkan bahwa secara parsial budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, rekrutmen berpengaruh positif dan signifikan terhadap kinerja karyawan, etika kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Secara simultan budaya organisasi, rekrutmen, etika kerja dan kompensasi bersama-sama berpengaruh positif dan signifikan terhadap kinerja karyawan. Secara umum budaya organisasi, rekrutmen, etika kerja dan kompensasi memiliki pengaruh yang besar terhadap kinerja karyawan di BMT UGT Sidogiri Blitar. Sehingga, harus menjadi perhatian bagi pihak BMT UGT Sidogiri Blitar untuk meningkatkan kinerja karyawan.

Kata kunci: Budaya Organisasi, Rekrutmen, Etika Kerja, Kompensasi, Kinerja Karyawan

ABSTRACT

Thesis with the title "The organizational culture, Recruitment, Work Ethics and Compensation to Employee performance on BMT UGT Sidogiri Blitar" was written by Dwi Yuliana Sari, Registered Number.1741143088, supervisor of Lantip Susilowati, S.Pd., M.M.

This research is motivated by the employee performance is less than the maximum. Employee performance itself is influenced by organizational culture, recruitment, work ethics and compensation. Many members are not satisfied with the performance of employees, this is evidenced by the number of members who complain about the performance provided.

The formulation of the research problem in BMT UGT Sidogiri Blitar is (1) Does the organizational culture partially affect the interest of the employee performance? (2) Does the recruitment partially affect the interest of the employee performance? (3) Does the work ethics affect partially to the interest of the employee performance? (4) Does the compensation partially affect the interest of employee performance? (5) Does the organizational culture, recruitment, work ethics and compensation affect simultaneously to the interest of the employee performance?. The purpose of the study is (1) To partially test the influence of organizational culture in the interest of employee performance. (2) To partially test the effect of Recruitment on the interest of the employee performance. (3) To partially test the effect of work ethics on the interest of employee performance. (4) To partially test the effect of the compensation on employee performance. (5) To simultaneously examine the effect of organizational culture, recruitment, work ethics and compensation on employee performance.

This study used quantitative research method with associative research type. The technique used in this research is saturated sample technique. The number of samples used in this study as many as 30 respondents are employee's in BMT UGT Sidogiri Blitar.

The result of research shows that partially organizational culture has positive and significant effect on employee performance, recruitment has positive and significant effect on employee performance, work ethic has positive and significant effect on employee performance, compensation has positive and significant effect on employee performance. Simultaneously organizational culture, recruitment, work ethics and compensation together have a positive and significant effect on employee performance. In general, organizational culture, recruitment, work ethics and compensation have a great influence on employee performance in BMT UGT Sidogiri Blitar. Thus, should be a concern for the BMT UGT Sidogiri Blitar to improve employee performance.

Keywords: Organization Culture, Recruitment, Work Ethics, Compensation, Employee Performance