

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh budaya organisasi, penilaian kinerja, dan motivasi kerja terhadap kinerja karyawan bagian *operation* PT. Rahayu Perdana Trans Surabaya. Populasi dan sampel penelitian sebanyak 73 orang karyawan bagian *operation* di PT. Rahayu Perdana Trans Surabaya. Teknik pengumpulan data menggunakan kuesioner dengan teknik analisis data adalah regresi linier berganda. Data penelitian diolah dengan menggunakan software SPSS 23.0. Hasil penelitian menunjukkan bahwa budaya organisasi, penilaian kinerja, dan motivasi kerja secara parsial berpengaruh signifikan terhadap kinerja karyawan bagian *operation* PT. Rahayu Perdana Trans Surabaya. Secara simultan budaya organisasi, penilaian kinerja, dan motivasi kerja juga berpengaruh signifikan terhadap kinerja karyawan bagian *operation* PT. Rahayu Perdana Trans Surabaya. Perbaikan dari sisi budaya organisasi, penilaian kinerja, maupun peningkatan motivasi kerja karyawan diharapkan supaya kinerja karyawan dapat meningkat dan peningkatan kinerja karyawan secara individu akan mampu meningkatkan kinerja perusahaan secara keseluruhan.

Kata Kunci: Budaya Organisasi, Penilaian Kinerja, Motivasi Kerja, Kinerja Karyawan

## **ABSTRACT**

*This study aims to examine and analyze the influence of organizational culture, performance appraisal, and work motivation on employee performance in the operations section of PT. Rahayu Perdana Trans Surabaya. The population and sample of the study were 73 operations employees at PT. Rahayu Perdana Trans Surabaya. Data collection techniques using questionnaires. Data analysis techniques are multiple linear regression. Research data was processed using SPSS 23.0 software. The research results show that organizational culture, performance appraisal, and work motivation partially have a significant effect on the employee's performance in the operations section of the PT. Rahayu Perdana Trans Surabaya. Simultaneously organizational culture, performance appraisal, and work motivation also have a significant effect on the performance of employees in the operations section of PT. Rahayu Perdana Trans Surabaya. Improvements in terms of organizational culture, performance appraisal, and increasing employee work motivation are expected so that employee performance can be improved and the performance of individual employees will be able to improve overall company performance.*

*Keywords: Organizational Culture, Performance Appraisal, Work Motivation, Employee Performance*