

ABSTRAK

Penelitian ini bertujuan untuk mengetahui tentang pengaruh Budaya Organisasi, Pengembangan Karir, dan *Key Performance Indicator* (KPI) terhadap kinerja karyawan divisi Research and development Alat yang digunakan dalam penelitian ini adalah tabulasi kuesioner. Pengumpulan data berupa uji validasi dan uji reanilitas. Hipotesis dalam penelitian ini adalah terdapat pengaruh secara simultan dan parsial terhadap budaya organisasi, pengembangan karir dan key performance indicator (KPI). Untuk menguji hipotesis dilakukan penelitian dengan alat analisis data berupa regresi linier berganda, Uji F, Uji t dan uji dominan.

Hasil penelitian menunjukkan bahwa data yang digunakan Valid dan Reliabel hal ini ditunjukkan pada uji validasi $r_{hitung} > r_{tabel}$ sedangkan Uji Reliabel menunjukkan bahwa nilai cronbach alpha lebih besar dari 0,60. Persamaan Regresi Linier Berganda $Y = 2,394 + 0,245 X_1 + 0,668 X_2 + 0,359 X_3 + e$. Hasil penelitian ini menemukan bahwa variable budaya organisasi, pengembangan karir dan key performance indicator (KPI) secara simultan berpengaruh terhadap kinerja karyawan dengan nilai $F_{hitung} (26,076) > F_{tabel} (2,77)$. Untuk uji t variabel budaya organisasi diperoleh $t_{hitung} (2,846) > t_{tabel} (2,006)$ artinya secara parsial berpengaruh terhadap kinerja karyawan. Untuk uji t variabel pengembangan karir diperoleh $t_{hitung} (4,793) > t_{tabel} (2,006)$ artinya secara parsial berpengaruh terhadap kinerja karyawan. Untuk uji t variabel *key performance indicator* (KPI) diperoleh $t_{hitung} (3,138) > t_{tabel} (2,006)$ artinya secara parsial berpengaruh terhadap kinerja karyawan dan variabel paling dominan yang mempengaruhi kinerja karyawan adalah pengembangan karir.

Kata Kunci : Budaya Organisasi, Pengembangan Karir, *Key Performance Indicator* (KPI), Kinerja

ABSTRACT

This study aims to determine the effect of Organizational Culture, Career Development, and Key Performance Indicators (KPI) on employee performance in the Research and Development division. The tools used in this study are questionnaire tabulations. Data collection was in the form of validation tests and reliability tests. The hypothesis in this study is that there is a simultaneous and partial influence on organizational culture, career development and key performance indicators (KPI). To test the hypothesis, research was carried out using data analysis tools in the form of multiple linear regression, F test, t test and dominant test.

The results showed that the data used were valid and reliable. This was shown in the validation test $r_{\text{count}} > r_{\text{table}}$, while the reliable test showed that the Cronbach alpha value was greater than 0.60. Multiple Linear Regression Equation $Y = 2.394 + 0.245 X_1 + 0.668 X_2 + 0.359 X_3 + e$. The results of this study found that the variables of organizational culture, career development and key performance indicators (KPI) simultaneously affect employee performance with the value of $F_{\text{count}} (26.076) > F_{\text{table}} (2.77)$. For the t test of organizational culture variables obtained $t_{\text{count}} (2.846) > t_{\text{table}} (2.006)$ meaning that partially it affects employee performance For the t test of career development variable, it is obtained $t_{\text{count}} (4.793) > t_{\text{table}} (2.006)$, meaning that it partially affects employee performance. For the t test for the key performance indicator (KPI) variable, it was obtained $t_{\text{count}} (3.138) > t_{\text{table}} (2.006)$, meaning that it partially affects employee performance and the most dominant variable that affects employee performance is career development.

Keywords: Organizational Culture, Career Development, Key Performance Indicator (KPI), Performance.