

## RINGKASAN

### Pengaruh Budaya Organisasi terhadap Kinerja Aparatur Pemerintah Di Sekretariat Daerah Kabupaten Lombok Barat

**Baiq Salkiah**

Di Sekretariat Daerah Kabupaten Lombok Barat sebagai Induk Organisasi Pemerintah Daerah dijadikan tolok ukur terhadap keberhasilan kinerja serta kondisi pegawai pemerintah daerah pada umumnya. Secara empiris SDM pegawai pada Sekretariat Daerah Kabupaten Lombok Barat masih belum banyak yang mampu memahami nilai-nilai yang terkandung dalam budaya organisasi yang selama ini dijadikan acuan dalam melaksanakan tugas dan fungsinya sehingga berakibat pada rendahnya kinerja pegawai.

Penelitian ini bertujuan menganalisis budaya organisasi terhadap kinerja aparatur di Sekretariat Daerah Kabupaten Lombok Barat secara simultan dan parsial. Budaya organisasi yang terdiri dari variabel kepemimpinan, internalisasi nilai dan perilaku kerja yang dianalisis pengaruhnya terhadap kinerja sebagai variabel terikat.

Penelitian ini adalah penelitian eksplanatif dengan total populasi pegawai atau responden yang diambil pada Sekretariat Daerah Kabupaten Lombok Barat adalah 45 orang yang terdiri dari eselon III dan IV, oleh karena itu metode pengambilan populasi dalam penelitian ini disebut dengan metode sensus.

Instrumen penelitian yang digunakan dalam penelitian ini adalah kuesioner, berupa seperangkat pertanyaan yang diajukan kepada responden. Setiap pernyataan dalam kuesioner diberi range skor 0 sampai dengan 3.

Pengujian fisibilitas dan validitas dilakukan sebelum penelitian yang sebenarnya dilakukan (*pretest*) dengan tujuan untuk penyempurnaan kuesioner. Pengujian validitas dilakukan di Dinas Kesehatan Kabupaten Lombok Barat dengan jumlah 30 orang. Dari aitem-aitem yang valid dilakukan uji reliabilitas dan dianalisa dengan menggunakan uji *alpha Cronbach*.

Berdasarkan hipotesis dan rancangan penelitian, data yang terkumpul dalam penelitian ini dianalisis dengan menggunakan model regresi linier berganda. Hasil Penelitian menunjukkan bahwa budaya organisasi yang terdiri dari variabel kepemimpinan, internalisasi nilai, dan perilaku kerja secara simultan berpengaruh signifikan terhadap kinerja.

Secara parsial variabel kepemimpinan tidak berpengaruh secara signifikan terhadap kinerja. Variabel internalisasi nilai dan variabel perilaku kerja mempunyai pengaruh yang paling besar terhadap kinerja aparatur pemerintah di Sekretariat daerah kabupaten Lombok Barat. Jadi penelitian ini membuktikan bahwa variabel internalisasi nilai sangat dominan pengaruhnya terhadap kinerja dengan nilai beta tertinggi yaitu 0,882. Sedangkan kepemimpinan secara parsial tidak berpengaruh langsung terhadap kinerja.

Perlu penelitian lebih lanjut untuk mengungkapkan indikator-indikator lain yang berpengaruh terhadap peningkatan kinerja.

## SUMMARY

### THE CULTURAL ORGANIZATION INFLUENCE TO GOVERNMENTAL APPARATUS PERFORMANCE AT THE SECRETARIAT AREA SUB-PROVINCE OF LOMBOK BARAT

BAIQ SALKIAH

The secretariat area sub-province of Lombok Barat as the main organizational of Local Government is made to measure the efficacy of achievement performance and also the condition of officer at local government in general. Empirically the HRD officer of Secretariat Area Sub-Province Lombok Barat not yet capable to comprehend the values which implied in cultural organization, so far it has been made as the implement rights and obligations, so that still causes at the lowering of Index Development of Human marked by lower officer performance .

This research is aim to analyze the cultural organization to the Governmental apparatus performance at the Secretariat area sub-province of Lombok Barat by simulating and partial. The Cultural organization consists of leadership variable, internalization assesses and behavior of activity which will be analyzed the influence to performance of apparatus as dependent variable

This research is explanatory research with the population of officer at Secretariat Area Sub-Province Lombok Barat, the research sample is 45 people which consist of echelon III and echelon IV, with taking the census method.

The Research instrument which used in this research is questioner, in the form of a set raised question to functionaries as responder with available answer alternative along with responder identity. Every question in questioner given by score range 0 to 3.

Examination of validity done before the real research (pretest) to completion of questioner. Examination of validity done to 30 environmental responder at Public Health Service Sub-Province Lombok Barat. From the valid items done by test reliability and analyzed by using test of alpha Cronbach if value of alpha Cronbach = 0,6 the hence variable is reliable.

Base on the hypothesis and research device, data which gathered in this research will be analyzed by using multiple model analyze linear regression. The research result indicate that cultural organization consisting leadership, internalizes , and behavior of activity variable simultaneously have an influence on performance of apparatus at Secretariat Area Sub-Province Lombok Barat,

By partial leadership variable do not cause significant influence on performance. While internalizes value and behavioral activity variable cause dominant influence on performance of governmental apparatus at Secretariats Area Sub-Province Lombok Barat. This research proves that Internalize value variable is dominant by the highest beta value that is 0.882. Meanwhile leadership partially do not directly cause influence on the performance of governmental apparatus at Secretariats Area Sub-Province Lombok Barat.

It needs further researches to cover other indicators which influence the improvement of performance.

## ABSTRACT

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**Keyword :cultural organization influence and performance.**