

# **PENGARUH MOTIVASI KERJA, DISIPLIN KERJA, DAN BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN PADA KANTOR PELAYANAN PAJAK PRATAMA GRESIK**

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## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja, disiplin kerja, dan budaya organisasi terhadap kinerja karyawan. Penelitian ini dilaksanakan di Kantor Pelayanan Pajak Pratama Gresik dengan teknik analisis deskriptif melalui data yang didapatkan dengan menggunakan metode survey/kuesioner dan dokumentasi. Populasi penelitian adalah seluruh karyawan Kantor Pelayanan Pajak Pratama Gresik dengan jumlah total 108 orang. Jumlah sampel 52 orang. Metode survey pada penelitian ini diberikan kepada karyawan KPP Pratama Gresik dengan harapan penelitian ini dapat memberikan manfaat secara teoritis dengan memberikan manfaat untuk perkembangan kinerja karyawan mengenai faktor motivasi kerja, disiplin kerja, dan budaya organisasi, serta memberikan manfaat secara praktis melalui hasil dari penelitian ini sebagai referensi bagi penelitian selanjutnya. Hasil penelitian menunjukkan bahwa : (1) motivasi kerja berpengaruh positif terhadap kinerja karyawan, (2) disiplin kerja berpengaruh negatif terhadap kinerja karyawan, dan (3) budaya organisasi berpengaruh negatif terhadap kinerja karyawan.

Kata kunci: Motivasi Kerja, Disiplin Kerja, Budaya Organisasi, Kinerja Karyawan, KPP Pratama Gresik

***THE INFLUENCE OF WORK MOTIVATION, WORK  
DISCIPLINE, AND ORGANIZATIONAL CULTURE ON  
EMPLOYEE PERFORMANCE IN GRESIK PRATAMA TAX  
SERVICE OFFICE***

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***ABSTRACT***

*This study aims to determine the effect of work motivation, work discipline, and organizational culture on employee performance. This research was conducted at the Pratama Gresik Tax Office with descriptive analysis techniques through data obtained using survey/questionnaire and documentation methods. The research population was all employees of the Pratama Gresik Tax Office, totaling 108 people. The number of samples is 52 people. The survey method in this study was given to KPP Pratama Gresik employees with the hope that this research could provide theoretical benefits by providing benefits for employee performance development regarding factors of work motivation, work discipline, and organizational culture, as well as providing practical benefits through the results of this study as a reference for research furthermore. The results showed that: (1) work motivation has a positive effect on employee performance, (2) work discipline has a negative effect on employee performance, and (3) organizational culture has a negative effect on employee performance.*

*Keywords: Work Motivation, Work Discipline, Organizational Culture, Employee Performance, KPP Pratama Gresik*