

ABSTRAK

Novin Linda Kristin Halawa . 2025. Pengaruh Budaya Organisasi dan Gaya Kepemimpinan Terhadap Kinerja Pegawai Bappedalitbang Kabupaten Nias. Skripsi. Pembimbing Utama Delipiter Lase, M.Pd

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi dan kepemimpinan terhadap kinerja pegawai Badan Perencanaan, Pembangunan, Penelitian, dan Pengembangan Daerah (Bappedalitbang) Kabupaten Nias. Fenomena yang ditemukan di lapangan menunjukkan bahwa kinerja pegawai belum optimal, yang ditandai dengan rendahnya disiplin, keterlambatan penyelesaian program, serta lemahnya koordinasi antarpegawai. Kondisi ini diduga dipengaruhi oleh budaya organisasi yang belum terinternalisasi dengan baik serta gaya kepemimpinan yang kurang responsif.

Jenis penelitian ini adalah kuantitatif dengan pendekatan asosiatif. Populasi penelitian mencakup seluruh pegawai Bappedalitbang Kabupaten Nias, dengan jumlah sampel sebanyak 35 responden. Teknik pengumpulan data dilakukan melalui kuesioner, wawancara, dan dokumentasi. Analisis data menggunakan regresi linier berganda dengan bantuan program SPSS.

Hasil penelitian menunjukkan bahwa: (1) Budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai; (2) Kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai; (3) Secara simultan, budaya organisasi dan kepemimpinan berpengaruh signifikan terhadap kinerja pegawai; serta (4) Variabel kepemimpinan merupakan faktor yang lebih dominan memengaruhi kinerja pegawai dibandingkan budaya organisasi.

Penelitian ini menyimpulkan bahwa peningkatan kinerja pegawai di Bappedalitbang Kabupaten Nias dapat dicapai melalui penguatan budaya organisasi yang konsisten dan penerapan gaya kepemimpinan yang komunikatif, partisipatif, serta visioner. Dengan demikian, hasil penelitian ini diharapkan dapat menjadi masukan bagi pemerintah daerah dalam upaya meningkatkan efektivitas organisasi.

Kata kunci: Budaya Organisasi; Kepemimpinan; Kinerja Pegawai.

Abstract

Novin Linda Kristin Halawa . 2025. The Influence of Organizational Culture and Leadership Style on the Performance of Employees of the Nias Regency Bappedalitbang. Thesis. Main Advisor: Delipiter Lase, M.Pd

This study aims to analyze the influence of organizational culture and leadership on the performance of employees at the Regional Development Planning, Research, and Development Agency (Bappedalitbang) of Nias Regency. Field observations revealed that employee performance has not yet reached an optimal level, as indicated by low discipline, delays in program implementation, and weak coordination among employees. These conditions are presumed to be influenced by an organizational culture that has not been fully internalized and a leadership style that is less responsive.

This research employs a quantitative approach with an associative method. The population consists of all employees of Bappedalitbang Nias Regency, with a sample of **35** respondents. Data were collected through questionnaires, interviews, and documentation, while the analysis was conducted using multiple linear regression with the assistance of SPSS software.

The results indicate that: (1) organizational culture has a positive and significant effect on employee performance; (2) leadership has a positive and significant effect on employee performance; (3) simultaneously, organizational culture and leadership significantly influence employee performance; and (4) leadership is the more dominant factor affecting employee performance compared to organizational culture.

The study concludes that improving employee performance at Bappedalitbang Nias Regency can be achieved through strengthening a consistent organizational culture and applying a communicative, participative, and visionary leadership style. Therefore, the findings are expected to provide valuable input for local governments in enhancing organizational effectiveness.

Keywords: Organizational Culture; Leadership; Employee Performance.