ABSTRACT

The Performance of employees is crucial success factors of an organization. Many factors can improve the performance of employees. The purpose of this study was to measure the effect of job motivation, organizational culture on work discipline and performance of employees and also the influence of work motivation, organizational culture and work discipline on employees performance. Motivation, organizational culture and work discipline are important factors that affect the performance of employees. Thosethree factors are proved to be influential in improving employees performance. Motivation (X1) as a part of the human resource that aims to improve the discipline and performance of employees. Organizational culture (X2) also have an influence on the discipline and performance of employees . Labor discipline (X3) , as the circumstances that encourage employees to work better .

This research was conducted at the Department of Service PT. Nasmoco Pemuda , Semarang. The method used is the method of data collection in the survey by distributing questionnaires. Determination of saturated samples is using sampling techniques. The analytical tool used to answer the problem submitted is using the path analysis (path analysis). From the SPSS test results conducted, it was found that motivation, organizational culture and work discipline influence to the significant positive impact on employeesperformance.

The results indicate that wori motivation factor is positively and significantly influence work discipline. Either, organization culture is positively and significantly influences employee performance. These results also state that work motivation directly influences employee performance with positive and significant way. Organization culture also directly influences employee performance with positive and significant way. The study also discusses the implications of viewing or theoretical and managerial that could be carried out in accordance with the priorities of the company. Of the limitations of the research found in this study can be a reference for researchers to come.

Keywords: motivation, organizational culture, work discipline and employee performance

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