

THE ROLE OF WORK MOTIVATION IN MEDIATING WORK DISCIPLINE AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE OF WEST RENGAT DISTRICT OFFICE, INDRAGIRI HULU REGENCY

Tri Rahayu^{1*}, Aris Triyono²

^{1,2} Lecturer of Management Study Program, Indragiri Institute of Technology and Business (ITB Indragiri)
Indonesia

*Corresponding Author: trirahayu9331@gmail.com

Abstract: The location of this research is at the Rengat Barat District Office, Indragiri Hulu Regency, with the aim of knowing the effect of work discipline on work motivation, the effect of organizational culture on work motivation, work discipline on employee performance, the effect of organizational culture on employee performance, the effect of work motivation on employee performance, To find out the role of work motivation in mediating work discipline on employee performance, to find out the role of work motivation in mediating organizational culture on employee performance at the Rengat Barat District Office, Indragiri Hulu Regency. The researcher took the population and sample of employees of the Rengat Barat District Office, Indragiri Hulu Regency. A total of 40 employees with this sampling method were selected using a saturated sampling technique (census). The data in this study were analyzed using quantitative methods and all data obtained were processed using model feasibility tests, path analysis and hypothesis tests using the SPSS program version 21.00, and presented in tabulation form with the Likert scale method. The results of this study indicate that: Work discipline has a significant effect on work motivation, Organizational culture has a significant effect on work motivation, Work discipline has a significant effect on employee performance, Organizational culture has a significant effect on employee performance, Work motivation has a significant effect on employee performance, Work motivation does not mediate the relationship between work discipline and employee performance, Motivation does not mediate the relationship between organizational culture and employee performance at the Rengat Barat District Office, Indragiri Hulu Regency.

Keywords: Work Motivation, Work Discipline, Organizational Culture, Employee Performance
