

INFLUENCE OF ORGANIZATIONAL CULTURE, MOTIVATION, WORKLOAD ON JOB SATISFACTION AND EDUCATIONAL PERFORMANCE FACULTY OF ECONOMICS AND BUSINESS AT DHARMA AUB UNIVERSITY SURAKARTA

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Abstract: This study aims to determine the effect of organizational culture, motivation, workload and work as intervening variables on the performance of education personnel of the Faculty of Economics and Business, Dharma AUB University Surakarta. The research sample consisted of 48 education personnel, selected using the census method. The analysis method employs validity tests, reliability tests, path analysis, t-tests, F-tests, and coefficient of determination tests. The results of the analysis indicate that the t-test in the first equation reveals that the work environment has no significant impact on work motivation. In contrast, work discipline has a significant effect on work motivation. The t-test in the second equation indicates that organizational culture, motivation, workload, and job satisfaction have a substantial impact on performance. Simultaneous test results (Test F) indicate that the independent variables collectively affect performance through job satisfaction. The total R² value obtained is 0.990, indicating that the performance of the education staff at the Faculty of Economics and Business, Dharma AUB University Surakarta, Surakarta, is explained by organizational culture, motivation, and workload, with Job satisfaction as an intervening variable, accounting for 99% of the variance. The remaining 1% is attributed to variables outside the research model, including leadership, organizational culture, and compensation. The results of the path analysis show that the direct influence of organizational culture on performance is the most effective path, because the beta coefficient value of 0.414 is the most dominant compared to other paths

Keywords: Organizational culture, motivation, workload, job satisfaction, performance
