

## ABSTRAK

RUDI IRAWAN. The Influence of Corporate Governance and Organizational Culture on Employee Performance at PT. Sinar Mutiara EPC (Engineering Procurement Construction) in West Jakarta. Under the guidance of Yayat Sujatna, S. E., M. Si.

This study aims to analyze the partial and simultaneous influence of Corporate Governance and Organizational Culture on Employee Performance. This type of research is quantitative research. The population of this research is the employees of PT. Sinar Mutiara EPC which is located in West Jakarta. The sampling technique used purposive sampling with the SmartPLS 3 application. The number of samples was 50 respondents according to the number of employees of PT. EPC Pearl Ray. The analysis technique used is data quality test. From the results of the data quality test, the *t-statistic* value of Corporate Governance is  $4.728 > 1.96$ , which means that Corporate Governance has a significant influence on employee performance. Organizational culture has no significant effect on employee performance, it is proven that the *t-statistic* value is  $1.594 < 1.96$ . Corporate Governance and Organizational Culture simultaneously affect employee performance proven *p-value*  $0.000 < 0.05$ .

**Keywords:** *Corporate Governace, Organizational Culture, Employee Performance*

## ABSTRAK

RUDI IRAWAN. Pengaruh *Corporate Governance* Dan Budaya Organisasi Terhadap Kinerja Karyawan Pada PT. Sinar Mutiara EPC(Engineering Procurement Construction) Di Jakarta Barat. Dibawah bimbingan Yayasan Sujatna, S. E., M. Si.

Penelitian ini bertujuan untuk menganalisis pengaruh secara parsial dan simultan *Corporate Governance* dan Budaya Organisasi Terhadap Kinerja Karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Populasi penelitian ini adalah karyawan PT. Sinar Mutiara EPC yang berlokasi di Jakarta Barat. Teknik pengambilan sampel menggunakan *purposive sampling* dengan aplikasi SmartPLS 3. Jumlah sampel sebanyak 50 responden sesuai dengan jumlah karyawan PT. Sinar Mutiara EPC. Teknik analisis yang digunakan adalah uji kualitas data. Dari hasil uji kualitas data nilai *t-statistik Corporate Governance*  $4,728 > 1,96$  dapat diartikan jika *Corporate Governance* memiliki pengaruh secara signifikan terhadap Kinerja Karyawan. Budaya Organisasi tidak berpengaruh secara signifikan terhadap Kinerja Karyawan, terbukti nilai *t-statistik*  $1,594 < 1,96$ . *Corporate Governance* dan Budaya Organisasi secara simultan berpengaruh terhadap Kinerja Karyawan terbukti nilai *p-value*  $0,000 < 0,05$ .

**Kata Kunci:** *Corporate Governace*, Budaya Organisasi, Kinerja Karyawan