

**Pengaruh Motivasi Dan Budaya Organisasi Terhadap Kinerja Karyawan  
PT. Gapura Angkasa Di Bandar Udara Internasional Ahmad Yani Semarang**

Skripsi Diploma IV Manajemen Transportasi Udara, Jenjang Sarjana,  
Program Diploma IV, Sekolah Tinggi Teknologi Kedirgantaraan  
Yogyakarta.

**Penulis**

Retno Febriani

**INTISARI**

Kemajuan sebuah bandara ditentukan oleh SDM (Sumber Daya Manusia) di dalamnya. Kinerja seseorang dapat dikatakan baik apabila dapat melaksanakan pekerjaan dengan baik yang artinya dapat memenuhi sasaran dan target yang ditetapkan oleh perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh (1) Motivasi terhadap kinerja PT. Gapura Angkasa di Bandar Udara Internasional Ahmad Yani Semarang, dan pengaruh (2) Budaya Organisasi terhadap Kinerja Karyawan PT. Gapura angkasa di Bandar Udara Internasional Ahmad Yani Semarang.

Penelitian ini menggunakan metode kuantitatif. Data yang digunakan meliputi data primer dan data sekunder. populasi pada penelitian ini diajukan kepada seluruh karyawan di Bandar Udara Internasional Ahmad Yani Semarang sebanyak 32 orang, kemudian sampel yang digunakan untuk menyebar kuesioner adalah sebanyak 30 orang.

Hasil penelitian menunjukkan bahwa ada pengaruh secara parsial pada motivasi terhadap kinerja karyawan PT. Gapura Angkasa dengan nilai t hitung  $(3,605) > t_{tabel} (2,052)$  dengan signifikansi  $(0,000) < 0,025$ . Artinya variabel motivasi berpengaruh signifikan terhadap kinerja karyawan di PT. Gapura Angkasa Cabang Semarang.

**Kata kunci :** Motivasi, Budaya Organisasi, Kinerja karyawan

**The Effect Of Motivation and Organizational Culture Toward The Performance  
Of Employees PT. Gapura Angkasa In International Ahmad Yani Semarang  
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**Author:** Retno Febriani

**ABSTRACT**

The progress of an airport is determined by the HR (Human Resources) in it. A person's performance can be said to be good if he can do his job well which means that he can meet the goals and targets set by the company. This study aims to determine the effect of (1) Motivation on the performance of PT. Gapura Angkasa at Ahmad Yani International Airport Semarang, and the effect of (2) Organizational Culture on Employee Performance of PT. Gapura Angkasa at Ahmad Yani International Airport Semarang.

This research uses quantitative methods. The data used include primary data and secondary data. The population in this study was submitted to all employees at Ahmad Yani International Airport Semarang as many as 32 people, then the sample used to distribute the questionnaire was 30 people.

The results showed that there was a partial influence on motivation on the performance of employees of PT. Gapura Angkasa with  $t$  value ( $3.605 > 2.052$ ) with a significance ( $0.000 < 0.025$ ). This means that the motivation variable has a significant effect on employee performance at PT. Gapura Angkasa Semarang Branch.

**Keywords:** Motivation, Organizational Culture, Employee Performance