

## ABSTRAK

### **Pengaruh Budaya Organisasi dan Kepemimpinan terhadap Etos Kerja Karyawan Bank BCA KCU Kediri**

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Studi ini bertujuan menganalisis dampak budaya organisasi dan kepemimpinan terhadap semangat kerja pegawai Bank BCA KCU Kediri. Studi ini menerapkan pendekatan kuantitatif dengan populasi dan sampel yang berjumlah 45 karyawan. Metode pengumpulan data mencakup kuesioner, studi literatur, wawancara, dan dokumentasi, sedangkan analisis data dilakukan melalui pengujian validitas dan reliabilitas, uji asumsi klasik, regresi linier ganda, uji t, uji F, serta determinasi koefisien. Hasil studi menunjukkan bahwa: (1) budaya organisasi tidak memberikan pengaruh signifikan terhadap etos kerja; (2) kepemimpinan berpengaruh signifikan terhadap etos kerja, di mana kepemimpinan yang tidak terarah mengurangi etos kerja karyawan; dan (3) secara bersamaan, budaya organisasi dan kepemimpinan berkontribusi signifikan terhadap etos kerja dengan kontribusi sebesar 32,8%, sementara sisanya 67,2% dipengaruhi oleh faktor lain di luar kajian ini.

**Kata kunci:** Budaya organisasi, kepemimpinan, etoskerja.

## ABSTRACT

### **The Influence of Organizational Culture and Leadership on the Work Ethic of Bank BCA KCU Kediri**

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This research aims to determine the influence of organizational culture and leadership on the work ethic of Bank BCA KCU Kediri employees. This research uses a quantitative type of research, which relies on hypothesis testing. The researcher uses a quantitative type of research because the researcher wants to get extensive information from a population. The population in this study was all 45 employees of Bank BCA KCU Kediri. The sample in this study was the entire population of Bank BCA KCU Kediri, namely 45 employees. Data collection methods use questionnaire methods, library research, interview methods and documentation methods. Meanwhile, the data analysis method uses validity and reliability tests, classical assumption tests, multiple linear regression tests, partial significance tests (t statistical test), simultaneous significance tests (f statistical test), and coefficient of determination. From the results of this research it can be concluded that: (1) The relationship between organizational culture and work ethic shows that organizational culture has no effect on work ethic so that it can be stated that a good organizational culture will improve work ethic at Bank BCA KCU Kediri. (2) The relationship between leadership and work ethic shows that leadership has an influence on work ethic, which identifies leadership that is directionless and irresponsible for each employee and ultimately results in work ethic decreasing. (3) The results of simultaneous testing (F test) show that there is a significant influence simultaneously (together) between the variables Organizational Culture (X1) and Leadership (X2) on Work Ethic (Y). The value is 0.328. This means that the independent variables in the form of Organizational Culture and Leadership jointly influence the dependent variable, namely work ethic, by 32.8%, while the remaining  $100\% - 32.8\% = 67.2\%$  is influenced by other variables not included in this research.

**Keyword:** Organizational culture, leadership, work ethic.