

ABSTRAKSI

Bakorkamla adalah Lembaga Pemerintahan Non Struktural, yang mempunyai tugas mengkoordinasikan penyusunan kebijakan dan pelaksanaan kegiatan operasi keamanan laut wilayah yurisdiksi nasional secara terpadu. Dalam pelaksanaan tugasnya kinerja Bakorkamla terindikasi menurun, yang digambarkan meningkatnya pegawai yang diberikan sanksi disiplin dan lemahnya budaya organisasi.

Untuk menganalisa masalah tersebut digunakan metode penelitian statistik Analisis Regresi Linier Berganda. Sampel yang diambil sebanyak 112 pegawai dengan menggunakan teknik pengambilan sampel *non probability sampling*. Tujuannya untuk mengetahui perbedaan nilai rata-rata disiplin pegawai, budaya organisasi dan kinerja organisasi serta pengaruh disiplin pegawai, dan budaya organisasi terhadap kinerja organisasi sebelum dengan sesudah implementasi Peraturan Pemerintah Nomor 53 Tahun 2010 di Bakorkamla.

Hasil penelitian menunjukkan bahwa terdapat perbedaan nilai rata-rata disiplin pegawai, budaya organisasi dan kinerja organisasi setelah implementasi Peraturan Pemerintah Nomor 53 Tahun 2010. Sebelum implementasi pengaruh disiplin pegawai dan budaya organisasi terhadap kinerja organisasi diperoleh nilai $R : 0,992$, $R\text{-Square} : 98,5\%$, Beta disiplin pegawai : $0,24$ (signifikan) dan Beta budaya organisasi : $0,765$ (signifikan). Setelah implementasi diperoleh nilai $R : 0,938$, $R\text{-Square} : 87,9\%$, Beta disiplin pegawai : $0,166$ (signifikan) dan Beta budaya organisasi : $0,82$ (signifikan).

Dari hasil penelitian diperoleh pengaruh yang positif dan signifikan antara disiplin pegawai, dan budaya organisasi terhadap kinerja organisasi sebelum dengan sesudah implementasi Peraturan Pemerintah Nomor 53 Tahun 2010 di Bakorkamla. Namun, setelah implementasi budaya organisasi lebih besar pengaruhnya dibanding sebelum ada Peraturan Pemerintah dimaksud.

Kata kunci : Disiplin Pegawai, Budaya Organisasi dan Kinerja Organisasi.

ABSTRACT

Bakorkamla is a Non Government Organization which has the task of coordinating structural policy formulation and implementation of maritime security operations in an integrated national jurisdictions . In the performance of its duties Bakorkamla performance depicted increasing indicated decreased employee given disciplinary sanctions and a weak organizational culture .

To analyze the issue of research methods used descriptive statistics , Paired Samples T Test , and Multiple Linear Regression Analysis . Samples taken were 112 employees using non-probability sampling technique sampling . The goal is to determine the average difference value discipline, organizational culture and organizational performance as well as the influence of discipline, and organizational culture to organizational performance before to after implementation of Government Regulation No. 53/2010 in Bakorkamla .

The results showed that there were differences in the average value of discipline, organizational culture and organizational performance after implementation of Government Regulation No. 53/2010. Prior to the implementation of employee discipline and the influence of organizational culture on organizational performance obtained values $R : 0.992$, $R - Square : 98.5 \%$, employee discipline Beta : 0.24 (significant) and Beta organizational culture : 0.765 (significant) . After the implementation of the R values obtained : 0.938 , $R - Square : 87.9 \%$, Beta discipline : 0.166 (significant) and Beta organizational culture : 0.82 (significant) .

The result showed a positive and significant effect between employee discipline ,and organizational culture to organizational performance before to after implementation of Government Regulation No. 53/2010in Bakorkamla . However , after the implementation of the organizational culture of greater influence than Employee Discipline.

Keywords : Employee Discipline, Organizational Culture and Organizational Performance