

**THE INFLUENCE OF ORGANIZATIONAL CULTURE, LEADERSHIP STYLE, AND  
ORGANIZATIONAL COMMITMENT TOWARD WORK ACHIEVEMENT AT. PT.  
PEGADAIAN (PERSERO) REGIONAL OFFICE V MANADO**

**THESIS**



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**THE INFLUENCE OF ORGANIZATIONAL CULTURE, LEADERSHIP STYLE, AND ORGANIZATIONAL COMMITMENT ON WORK ACHIEVEMENT AT. PT. PEGADAIAN (PERSERO) REGIONAL OFFICE V MANADO**

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## **ABSTRACT**

**NATALIA SWEETLY WANGET, THE INFLUENCE OF ORGANIZATIONAL CULTURE, LEADERSHIP STYLE, AND ORGANIZATIONAL COMMITMENT ON WORK ACHIEVEMENT AT. PT. PEGADAIAN (PERSERO) REGIONAL OFFICE V MANADO (GUIDANCE BY RACO JOZEF AND MONTOLALU APOLINARIS)**

Work Achievement is the result of work that can be realized by employees from every job performed and serves as an assessment tool for the employees concerned in the organization.

The purpose of this study is to analyze and measure the influence of the Organization Culture, Leadership Style, and Organizational Commitment on Work Achievement at PT. Pegadaian (Persero) Office V Regional Manado. The research uses questionnaire data which is processed using the SPSS version 25 statistical application.

The results of this research are using multiple regression analysis as an analysis tool. The results of this study indicate that partially only X3 (Organizational Commitment) variables affect Work Achievement, while the other two variables (Organizational Culture and Leadership Style) have no effect on Work Achievement. Difficulty the results of this study indicate that the independent variables (Organizational Culture, Leadership Style, and Organizational Commitment) have no effect on Work Achievement Variables.

**Keywords: Work Achievement, Organizational Culture, Leadership Style, Organizational Commitment.**

## **ABSTRAK**

### **NATALIA SWEETLY WANGET, THE INFLUENCE OF ORGANIZATIONAL CULTURE, LEADERSHIP STYLE, AND ORGANIZATIONAL COMMITMENT ON WORK ACHIEVEMENT AT. PT. PEGADAIAN (PERSERO) REGIONAL OFFICE V MANADO (DIBIMBING OLEH RACO JOZEF AND MONTOLALU APOLINARIS)**

Prestasi Kerja adalah hasil kerja yang dapat direalisasikan oleh karyawan dari setiap pekerjaan yang dilakukan dan berfungsi sebagai alat penilaian bagi karyawan yang bersangkutan dalam organisasi.

Tujuan dari penelitian ini adalah untuk menganalisis dan mengukur pengaruh dari Organization Culture, Leadership Style, dan Organizational Commitment terhadap Work Achievement di PT. Pegadaian (Persero) Regional Office V Manado. Penelitian menggunakan data kuesioner yang diolah dengan aplikasi statistic SPSS versi 25.

Hasil penelitian penelitian ini dengan menggunakan analisis regresi berganda sebagai alat analisis. Adapun hasil dari penelitian ini menunjukkan bahwa bahwa secara parsial hanya variabel X3 (Organizational Commitment) berpengaruh terhadap Work Achievement, sedangkan dua variabel lainnya (Organizational Culture dan Leadership Style) tidak berpengaruh terhadap Work Achievement. Secara simultan hasil penelitian ini menunjukkan bahwa variabel independen (Organizational Culture, Leadership Style, and Organizational Commitment) tidak berpengaruh terhadap Variabel Work Achievement.

**Kata kunci: Work Achievement, Organizational Culture, Leadership Style, Organizational Commitment.**

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**Manado, November 28<sup>th</sup> 2018**

**Student**



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