

**THE INFLUENCE OF ORGANIZATIONAL CULTURE, JOB SATISFACTION, AND LEADERSHIP STYLE ON EMPLOYEE WORK MOTIVATION AT THE HOTEL MEGA ANGGREK JAKARTA DURING THE COVID-19 PANDEMIC**

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***Abstract***

*This research is a quantitative research conducted with goal of understanding and showing the impact of organizational culture, job satisfaction, and leadership style on employee motivation at Mega Anggrek Hotel Jakarta during the Covid 19 pandemic, totaling 45 employee. The sampling technique used is Non Probability Sampling with a saturated sample type. Assistance application when processing data using SmartPLS 3.0 by conducting T Test and F Test, so that the output result can be known and statistically proven that: (1) Organizational Culture has a positive and significant influence on employee motivation at Mega Anggrek Hotel Jakarta during the pandemic Covid 19, (2) Job Satisfaction has a positive and significant influence on Work Motivation at Mega Anggrek Hotel Jakarta during the Covid 19 pandemic, (3) Leadership Style has a negative and significant influence on Employee Work Motivation at Mega Anggrek Hotel Jakarta during the Covid pandemic 19, (4) Organizational Culture, Job Satisfaction, and Leadership Style have joint influence and significant on the Work Motivation of employees at Mega Anggrek Hotel Jakarta during the Covid 19 pandemic.*

*Keywords : Organizational Culture, Satisfaction Work, Leadership Style, and Work Motivation.*

# **PENGARUH BUDAYA ORGANISASI, KEPUASAN KERJA, DAN GAYA KEPEMIMPINAN TERHADAP MOTIVASI KERJA KARYAWAN PADA HOTEL MEGA ANGGREK JAKARTA DI MASA PANDEMI COVID 19**

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## **Abstrak**

Penelitian ini ialah penelitian kuantitatif yang dilaksanakan bertujuan agar mengetahui dan membuktikan mengenai pengaruh budaya organisasi, kepuasan kerja, serta gaya kepemimpinan terhadap motivasi kerja karyawan di Hotel Mega Anggrek Jakarta pada masa pandemi Covid 19 yang berjumlah 45 karyawan. Teknik sampel yang dipakai ialah *Non Probability Sampling* dengan jenis sampel jenuh. Aplikasi bantuan pada saat mengolah data memakai SmartPLS 3.0 dengan melakukan Uji T serta Uji F, sebagai akibatnya *output* dapat diketahui serta dibuktikan secara statistik bahwa : (1) Budaya Organisasi memiliki pengaruh positif dan signifikan terhadap Motivasi Kerja karyawan di Hotel Mega Anggrek Jakarta di masa pandemi Covid 19, (2) Kepuasan Kerja memiliki pengaruh positif dan signifikan terhadap Motivasi Kerja di Hotel Mega Anggrek Jakarta di masa pandemi Covid 19, (3) Gaya Kepemimpinan memiliki pengaruh negatif dan signifikan terhadap Motivasi Kerja karyawan pada Hotel Mega Anggrek Jakarta di masa pandemi Covid 19, (4) Budaya Organisasi, Kepuasan Kerja, serta Gaya Kepemimpinan memiliki pengaruh dan signifikan bersamaan terhadap Motivasi Kerja karyawan pada Hotel Mega Anggrek Jakarta di masa pandemi Covid 19.

**Kata kunci** : Budaya Organisasi, Kepuasan Kerja, Gaya Kepemimpinan, dan Motivasi Kerja.