TUGAS AKHIR PROGRAM MAGISTER (TAPM)

PENGARUH MOTIVASI, KOMPETENSI, DAN BUDAYA ORGANISASI TERHADAP PRESTASI KERJA DENGAN PENGEMBANGAN KARIR SEBAGAI VARIABEL MODERASI

(STUDI KASUS PADA KANTOR WILAYAH DIREKTORAT JENDERAL BEA DAN CUKAI ACEH, KEMENTERIAN KEUANGAN)

UNIVERSITAS TERBUKA

TAPM diajukan sebagai salah satu syarat untuk memperoleh

Gelar Magister Manajemen

Disusun Oleh :

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ABSTRACT

THE INFLUENCE OF MOTIVATION, COMPETENCE, AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE WITH CAREER DEVELOPMENT AS A MODERATING VARIABLE (CASE STUDY AT THE REGIONAL OFFICE OF THE DIRECTORATE GENERAL OF CUSTOMS AND EXCISE OF ACEH, MINISTRY OF FINANCE)

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The aspiration for conducting this study was to examine the factors affecting employee performance, where researcher include career development as a moderating variable. Conducted at the Regional Office of the Directorate General of Customs and Excise (Kanwil DJBC) in Aceh, the research focused on a setting with similar phenomena. A quantitative approach was employed, and data from 116 employees were analyzed using Partial Least Squares-Structural Equation Modeling (PLS-SEM).

After the analysis stage and discussion, researcher found organizational culture significantly influences employee performance, with a coefficient of 2,036 (>1,96) and a p-value 0,042 (<0,05). In contrast, motivation (coefficient: 1,158; p-value: 0,247) and competence (coefficient: 0,730; p-value: 0,465) did not show significant effects. Additionally, career development did not moderate the relationship between the independent variables and employee performance (coefficient: 0,089; p-value: 0,482).

The results emphasize the critical role of organizational culture in enhancing employee performance and suggest the need for a more structured career development framework to further support workforce effectiveness.

Keyword: *Motivation; Competence; Organizational Culture; Career Development; Employee Performance*

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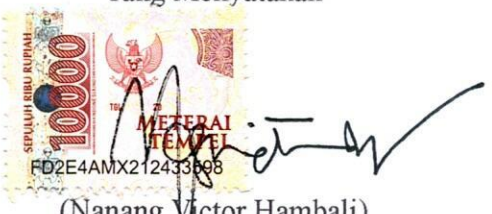
PERNYATAAN

TAPM yang berjudul **Pengaruh Motivasi, Kompetensi, dan Budaya Organisasi Terhadap Prestasi Kerja dengan Pengembangan Karir Sebagai Variabel Moderasi (Studi Kasus Pada Kantor Wilayah Direktorat Jenderal Bea dan Cukai Aceh, Kementerian Keuangan)** adalah hasil karya saya sendiri, dan seluruh sumber yang dikutip maupun dirujuk telah saya nyatakan dengan benar.

Apabila di kemudian hari ternyata ditemukan adanya penjiplakan (plagiat), maka saya bersedia menerima sanksi akademik.

Medan, 15 Mei 2025

Yang Menyatakan



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TAPM telah dipertahankan di hadapan Panitia Penguji Tugas Akhir Program Magister (TAPM) Manajemen Program Pascasarjana Universitas Terbuka, pada:

Hari/ tanggal	:	Kamis, 08 Mei 2025
Waktu	:	10.30 s. d. 12.00 WIB

Dan telah dinyatakan LULUS

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