

Analisis budaya organisasi, kepuasan gaji, kepuasaan kerja, motivasi, gender dan latar belakang pendidikan dalam produktivitas kerja staf akunting: studi empiris

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Abstrak

The purpose of this study is to examine the interrelationship between factors, such as organization's culture, salary satisfaction, job satisfaction, motivation, gender, an educational background that influence work productivity. The data are collected through contact person from 135 accounting staffs from some private companies .in Jakarta and Tangerang. Seven variables are investigated in this study. Using Structural Equation Modeling with prog ram applications, the results of this study show that there is relation between organizational culture and job satisfaction, between organizational culture and motivation, between job satisfaction and motivation, between job satisfaction and work productivity, between motivation and work productivity, between organizational culture and salary satisfaction, between salary satisfaction and motivation, between organizational culture and educational background, between salary satisfaction and educational background, between salary satisfaction and work productivity and between gender and salary satisfaction. On the contrary, The results of this study also show that there is no relation between gender and motivation