

# **The Influence of Culture, Job Satisfaction and Motivation on the Performance Lecturer / Employees**

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## **Abstract**

This study aims to examine the influence of culture, job satisfaction and motivation on the performance of lecturers/employees in universities. Respondents numbered 180 people, consisting of all full time lecturers and permanent employees. Structured questionnaires were developed and distributed to 180 respondents. Valid questionnaires amounted to 146 pieces. Data were analyzed using 2 methods, namely: 1). Descriptive analysis, and 2). Multivariate regression analysis with SEM (Structural Equation Modeling). The results showed that (i) culture and job satisfaction affect motivation; (ii) culture also affects job satisfaction; (iii) job satisfaction and motivation affect the performance; (iv) culture does not affect the performance; (v) culture and job satisfaction affect the performance through motivation. Thus, job satisfaction factor is an important factor to be managed in order to increase motivation, which will ultimately improve the performance. Moreover, the performance variable shows the average interval value of 2.90 to 3.58, which means the performance of lecturers/employees is good enough. Understanding the relationship between culture, job satisfaction and motivation toward the performance will improve the quality of service in universities. This is possible because the leader knows the factors that become the leverages of the performance of lecturers/employees.

**Keywords:** culture, job satisfaction, motivation, performance, university, lecturer/employee

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