

ABSTRACT

Human Resources (HR) is a valuable asset for organizations that need to be optimized to be able to help ensure sustainability and develop the company in achieving its vision and mission. PT PLN (Persero) has the position of sole organizer in the national electricity sector in Indonesia which is responsible for providing electricity availability and distribution for all Indonesian people. One of the main solutions in facing these challenges is to encourage motivation in employees to provide good performance, innovate, and survive in conditions with high work pressure. This study aims to analyze the influence between organizational culture and job burnout on employee motivation at PT PLN (Persero) UP3 Cianjur.

The research method uses a causality descriptive quantitative approach. Data collection was carried out through distributing questionnaires to 46 employees at PT PLN (Persero) UP3 Cianjur as a sample selected using saturated sampling technique. Data analysis in the study used multiple linear regression to analyze the effect between the independent variable and the dependent variable.

The results showed that there is a positive and significant influence between organizational culture on employee motivation. Then there is a positive and significant influence between job burnout on employee motivation. And there is a positive and significant influence between organizational culture and job burnout on employee motivation of PT PLN (Persero) UP3 Cianjur. The results of the coefficient of determination test show that the influence between organizational culture and job burnout on employee motivation of PT PLN (Persero) UP3 Cianjur is 42%

Keywords: *organizational culture, employee work motivation, job burnout.*