

PENGARUH BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI YANG DIMEDIASI OLEH KOMITMEN PEGAWAI

(Studi Pada Kantor Camat Kecamatan Gudo)

ABSTRAK

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Tujuan Penelitian ini adalah untuk menjelaskan pengaruh budaya organisasi terhadap kinerja pegawai pada Kantor Camat Kecamatan Gudo yang dimediasi oleh komitmen pegawai. Pengumpulan data dilakukan dengan penyebaran angket, observasi. Penelitian ini menggunakan metode kuantitatif dengan pendekatan kuantitatif deskriptif yang bertujuan untuk mendeskripsikan atau memberi gambaran terhadap objek yang diteliti melalui data atau sampel yang telah terkumpul. Populasi yang digunakan yaitu Pegawai Kantor Camat Kecamatan Gudo yang berjumlah 34 Pegawai. Teknik pengambilan sampel menggunakan teknik *Non Probability Sampling*. Metode analisis data menggunakan uji validitas, uji reliabilitas, analisis deskriptif, analisis inferensial, *analisis Structural Equation Modeling* (SEM), analisis *Partial Last Square* (PLS), *outer model*, *inner model*, uji hipotesis, dan uji mediasi dengan bantuan SMARTPLS versi 0.4. berdasarkan hasil penelitian menunjukkan bahwa semakin tinggi budaya organisasi maka kinerja pegawai pada Kantor Camat Kecamatan Gudo akan baik dan Komitmen Pegawai mampu memediasi antara budaya organisasi terhadap kinerja pegawai pada Kantor Camat Kecamatan Gudo.

Kata kunci : Budaya Organisasi, Kinerja Pegawai, Komitmen Pegawai.

THE EFFECT OF ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE MEDIATED BY EMPLOYEE COMMITMENT

(Study At Subdistrict Office Gudo)

ABSTRACT

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The purpose of this study was to explain the effect of organizational culture on employee performance at the Gudo Subdistrict Head Office which is mediated by employee commitment. Data collection was carried out by distributing questionnaires, observation. This study uses a quantitative method with a descriptive quantitative approach which aims to describe or give an overview of the object under study through data or samples that have been collected. The population used is the Head of District Office of Gudo, totaling 34 employees. The sampling technique uses the Non Probability Sampling technique. Methods of data analysis using validity test, reliability test, descriptive analysis, inferential analysis, Structural Equation Modeling (SEM) analysis, Partial Least Square (PLS) analysis, outer model, inner model, hypothesis testing, and mediation test with the help of SMARTPLS version 0.4. based on the results of the study showed that the higher the organizational culture, the performance of employees at the Gudo District Sub-District Office would be good and Employee Commitment was able to mediate between organizational culture and employee performance at the Gudo Sub-District Head Office.

Keywords : Organizational Culture, Employee Performance, Employee Commitment.