

ABSTRAK

Dewi Quroisin Nur, 170221100242. Pengaruh Budaya Organisasi, Komitmen Organisasi dan Gaya kepemimpinan Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Sebagai Variabel Intervening (Studi Kasus Pada BAPPEDA Kabupaten Bangkalan). Dibawah bimbingan Ibu Fariyana Kusumawati, SE., M.Si.

Penelitian ini bertujuan untuk mengetahui Pengaruh (1) Budaya Organisasi terhadap kinerja pegawai (2) Pengaruh Komitmen Organisasi terhadap kinerja pegawai (3) Pengaruh Gaya Kepemimpinan terhadap kinerja pegawai (4) pengaruh Budaya Organisasi terhadap kinerja pegawai melalui Kepuasan Kerja (5) Pengaruh Komitmen Organisasi terhadap kinerja pegawai melalui kepuasan kerja (6) Pengaruh Gaya Kepemimpinan terhadap Kinerja pegawai melalui Kepuasan kerja (7) Pengaruh Kepuasan Kerja terhadap kinerja pegawai.

Penelitian ini menggunakan metode kuantitatif dengan mengolah data primer melalui kuesioner yang di berikan kepada pegawai Bappeda Kabupaten Bangkalan. Pengambilan sampel menggunakan *purposive sampling*. Sampel yang di peroleh sebanyak 100 Responden. Alat penelitian ini menggunakan bantuan IBM SPSS Versi 20. Metode analisis yang di gunakan yaitu uji asumsi klasik (uji multikolinieritas, uji heteroskedastisitas, uji normalitas) dan path analysis.

Berdasarkan analisis penelitian ini. Budaya Organisasi berpengaruh positif terhadap kinerja pegawai. Komitmen Organisasi berpengaruh negatif terhadap kinerja pegawai. Gaya Kepemimpinan berpengaruh positif terhadap kinerja pegawai. Budaya Organisasi berpengaruh positif terhadap kinerja pegawai melalui Kepuasan Kerja. Komitmen Organisasi berpengaruh negatif terhadap kinerja pegawai melalui kepuasan kerja. Gaya Kepemimpinan berpengaruh positif terhadap Kinerja pegawai melalui Kepuasan kerja dan Kepuasan Kerja berpengaruh positif terhadap kinerja pegawai.

Kata Kunci: Budaya Organisasi, komitmen organisasi, gaya kepemimpinan , kepuasan kerja, Kinerja Pegawai

ABSTRACT

Dewi Quroisin Nur, 170221100242. The Influence of Organizational Culture, Organizational Commitment and Leadership Style on Employee Performance Through Job Satisfaction as an Intervening Variable (Case Study at BAPPEDA Bangkalan Regency). Under the guidance of Mrs. Fariyana Kusumawati, SE., M.Si.

This study aims to determine the effect of (1) organizational culture on employee performance (2) the effect of organizational commitment on employee performance (3) the influence of leadership style on employee performance (4) the influence of organizational culture on employee performance through job satisfaction (5) The effect of organizational commitment on employee performance through job satisfaction (6) The influence of leadership style on employee performance through job satisfaction (7) The effect of job satisfaction on employee performance.

This study uses quantitative methods by processing primary data through questionnaires given to employees of Bappeda Bangkalan Regency. Sampling using purposive sampling. The samples obtained were 100 respondents. This research tool uses the help of IBM SPSS Version 20. The analytical method used is classical assumption test (multicollinearity test, heteroscedasticity test, normality test) and path analysis.

Based on the analysis of this research, Organizational Culture has a positive effect on employee performance. Organizational commitment has a negative effect on employee performance. Leadership style has a positive effect on employee performance. Organizational culture has a positive effect on employee job satisfaction. Organizational commitment has a negative effect on employee performance through job satisfaction. Leadership style has a positive effect on employee performance through job satisfaction and job satisfaction has a positive effect on employee performance.

Keywords: Organizational Culture, organizational commitment, leadership style, job satisfaction, employee performance.