

ABSTRAK

Pengaruh Budaya Organisasi dan Komitmen Organisasi Terhadap Kinerja Pegawai Dinas

Pekerjaan Umum dan Penataan Ruang Kabupaten Karawang

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Penelitian ini bertujuan untuk: mengetahui, menganalisis dan menjelaskan (1) korelasi variabel budaya organisasi dengan komitmen organisasi (2) pengaruh parsial budaya organisasi terhadap kinerja Pegawai (3) pengaruh parsial komitmen organisasi terhadap kinerja Pegawai (4) pengaruh simultan budaya organisasi dan komitmen organisasi terhadap kinerja Pegawai. Penelitian dilakukan dengan menggunakan metode deskriptif kuantitatif, dimana variabel diukur menggunakan skala likert. Pada penelitian ini jumlah sampel yang digunakan berjumlah 116 orang, dimana seluruh Pegawai Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Karawang dijadikan sampel penelitian dengan metode sampel jenuh. Pengolahan data menggunakan perangkat lunak SPSS versi 16. Teknik analisis yang digunakan adalah analisis jalur (*path analysis*). Dari hasil penelitian menunjukkan bahwa terdapat korelasi antara budaya organisasi dengan komitmen organisasi yang positif namun rendah. Pengaruh budaya organisasi terhadap kinerja pegawai secara parsial berpengaruh positif dan signifikan. Pengaruh komitmen organisasi terhadap kinerja pegawai secara parsial berpengaruh positif dan signifikan. Pengaruh budaya organisasi dan komitmen organisasi terhadap kinerja pegawai secara simultan berpengaruh positif dan signifikan.

KARAWANG

Kata kunci: Budaya Organisasi, Komitmen Organisasi, Kinerja Pegawai

ABSTRACT

The Influence of Organizational Culture and Organizational Commitment to the Performance of Employees in Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Karawang

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This study aims to: determine, analyze and explain (1) the correlation of organizational culture variables with organizational commitment (2) the partial effect of organizational culture on employee performance (3) the partial influence of organizational commitment on employee performance (4) the simultaneous influence of organizational culture and organizational commitment on employee performance. The research was conducted using a quantitative descriptive method, where the variables were measured using a Likert scale. In this study, the number of samples used was 116 people, where all employees of the Dinas Pekerjaan Umum dan Penataan Ruang in Karawang Regency were used as research samples with the saturated sample method. Data processing using SPSS software version 16. The analysis technique used is path analysis. The results of the study indicate that there is a positive but low correlation between organizational culture and organizational commitment. The influence of organizational culture on employee performance partially has a positive and significant effect. The effect of organizational commitment on employee performance partially has a positive and significant effect. The influence of organizational culture and organizational commitment on employee performance simultaneously has a positive and significant effect.

Keywords: *Organizational Culture, Organizational Commitment, Employee Performance*