

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh *Human Relation* Dan Lingkungan Kerja Terhadap Kinerja Pegawai Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada Dinas Pendidikan Dan Kebudayaan Kabupaten Muko-Muko. Metode analisis data menggunakan kuesioner, dengan sampel 83 responden. Metode analisis data yang digunakan adalah Analisa Jalur. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan antara *Human Relation* terhadap Komitmen Organisasi. Terdapat pengaruh positif dan signifikan antara Lingkungan Kerja terhadap Komitmen Organisasi. Terdapat pengaruh positif dan signifikan antara *Human Relation* terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan antara Lingkungan Kerja terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan antara Komitmen Organisasi terhadap Kinerja Pegawai. Komitmen Organisasi tidak memediasi *Human Relation* terhadap Kinerja Pegawai. Komitmen Organisasi tidak memediasi Lingkungan Kerja terhadap Kinerja Pegawai. Kontribusi variabel *Human Relation* dan Lingkungan Kerja melalui Komitmen Organisasi 70,7% sedangkan sisanya sebesar 29,3% di pengaruhi oleh variabel lain diluar penelitian ini.

Kata Kunci: *Human Relation*, Lingkungan Kerja, Komitmen Organisasi, Dan Kinerja Pegawai

ABSTRACT

The purpose of this study was to find out how much influence human relations and work environment have on employee performance with organizational commitment as an intervening variable at the Muko-Muko Regency Education and Culture Office. Methods of data analysis using a questionnaire, with a sample of 83 respondents. The data analysis method used is Path Analysis. Based on the results of the study, it shows that there is a positive and significant influence between Human Relations on Organizational Commitment. There is a positive and significant influence between the Work Environment on Organizational Commitment. There is a positive and significant influence between Human Relations on Employee Performance. There is a positive and significant influence between the Work Environment on Employee Performance. There is a positive and significant influence between Organizational Commitment on Employee Performance. Organizational Commitment does not mediate Human Relations on Employee Performance. Organizational Commitment does not mediate the Work Environment on Employee Performance. The contribution of the Human Relations and Work Environment variables through Organizational Commitment is 70.7% while the remaining 29.3% is influenced by other variables outside of this study.

Keywords: Human Relations, Work Environment, Organizational Commitment, and Employee Performance