

ABSTRACT

Hidayatullau aulia, 18101155310170, majoring in management in 2018, the influence of work discipline and work motivation on employee performance with organizational commitment as an intervening variable, under the guidance of Ms. Vivi Nila Sari, S.E., M.M and Ms. Marta Widian Sari S.E., M.M.

This study aims to determine how much influence work discipline and work motivation have on employee performance with organizational commitment as an intervening variable at the Ministry of Religion of West Sumatra Province. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating the questionnaire as many as 83 respondents.

The results of the data analysis concluded that work discipline has a positive and insignificant effect on organizational commitment. Work motivation has a positive and significant effect on organizational commitment. Work discipline has a positive and significant effect on employee performance. Work motivation has a positive and significant effect on employee performance. Organizational commitment has a positive and significant effect on employee performance. Work discipline has a positive and insignificant effect on employee performance through organizational commitment. Work discipline has a positive and insignificant effect on employee performance through organizational commitment.

Keywords: Work Discipline, Work Motivation, Employee Performance, Organizational Commitment

ABSTRAK

Hidayatullau aulia, 18101155310170, jurusan manajemen tahun 2018, pengaruh disiplin kerja dan motivasi kerja terhadap kinerja pegawai dengan komitmen organisasi sebagai variabel intervening, dibawah bimbingan Ibuk Vivi Nila Sari, S.E., M.M dan Ibu Marta Widian Sari S.E., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh disiplin kerja dan motivasi kerja terhadap kinerja pegawai dengan komitmen organisasi sebagai variabel intervening pada kementerian agama provinsi sumatera barat. Metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan Partial Least Square (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 83 responden.

Hasil analisis data menyimpulkan, Disiplin kerja berpengaruh positif dan tidak signifikan terhadap komitmen organisasi. Motivasi kerja berpengaruh positif dan signifikan terhadap komitmen organisasi. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai. Disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai melalui komitmen organisasi. Disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai melalui komitmen organisasi.

Kata Kunci : Disiplin Kerja, Motivasi Kerja, Kinerja Pegawai, Komitmen Organisasi