

ABSTRAK

Sisri Putri, 19101155310188, jurusan manajemen tahun 2019, pengaruh lingkungan kerja dan iklim organisasi terhadap kinerja pegawai dengan komitmen organisasi sebagai variabel intervening dibawah bimbingan bapak Berta Agus Petra, S.E, M.Si dan Ai Elis Karlinda, S.E,M.M

Penelitian ini bertujuan untuk mengetahui seberapa besar lingkungan kerja dan iklim organisasi terhadap kinerja pegawai dengan komitmen organisasi sebagai variabel intervening Puskesmas Kampung Guci. Metode yang digunakan adalah Structur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0. Dengan mengendarkan kuesioner sebanyak 40 responden.

Hasil analisis data menyimpulkan,terdapat pengaruh positif yang signifikan antara variabel lingkungan kerja terhadap variabel komitmen organisasi. Terdapat pengaruh positif yang signifikan antara variabel iklim organisasi terhadap variabel komitmen organisasi. Terdapat pengaruh positif yang signifikan antara variabel lingkungan kerja terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel iklim organisasi terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel komitmen organisasi terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel lingkungan kerja terhadap variabel kinerja pegawai melalui komitmen organisasi. Terdapat pengaruh positif yang signifikan antara variabel iklim organisasi terhadap variabel kinerja pegawai melalui komitmen organisasi.

Kata Kunci :Lingkungan Kerja, Iklim Organisasi, Kinerja Pegawai, Komitmen Organisasi

ABSTRACT

Sisri Putri, 19101155310188, majoring in management in 2019, the influence of the work environment and organizational climate on employee performance with organizational commitment as an intervening variable under the guidance of Mrs. Berta Agus Petra, S.E, M.Si and Ai Elis Karlinda, S.E,M.M

This study aims to determine how much the work environment and organizational climate affect employee performance with organizational commitment as an intervening variable at Kampung Guci Health Center. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating a questionnaire of 40 respondents.

The results of the data analysis concluded that there was a significant positive influence between work environment variables on organizational commitment variables. There is a significant positive influence between organizational climate variables on organizational commitment variables. There is a significant positive influence between work environment variables on employee performance variables. There is a significant positive influence between organizational climate variables on employee performance variables. There is a significant positive influence between organizational commitment variables on employee performance variables. There is a significant positive influence between work environment variables on employee performance variables through organizational commitment. There is a significant positive influence between organizational climate variables on employee performance variables through organizational commitment.

Keywords: Work Environment, Organizational Climate, Employee Performance, Organizational Commitment