

ABSTRACT

Saida Anisa, 19101155310528, majoring in management in 2019, the influence of the work environment, job satisfaction, and organizational commitment on employee performance, under the guidance of Mr., Ramdani Bayu Putra S.E., M.M and Mr. Bayu Pratama Azka, S.E., M.M.

This study aims to determine how much influence the work environment, job satisfaction, and organizational commitment have on employee performance at the Pesisir Selatan District Tourism Office. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating the questionnaire as many as 65 respondents.

The results of the data analysis concluded that the work environment had a positive and insignificant effect on employee performance at the Pesisir Selatan Regency Tourism Office employees. Job satisfaction has a positive and significant effect on employee performance at the South Coastal District Tourism Office employees. Commitment has a positive and significant effect on the commitment of the South Coastal District Tourism Office employees. work environment, job satisfaction and commitment simultaneously have a positive and significant effect on employee performance for employees at the Pesisir Selatan District Tourism Office.

Keywords: work environment, job satisfaction, organizational commitment, employee performance

ABSTRAK

Saida Anisa, 19101155310528, jurusan manajemen tahun 2019, pengaruh lingkungan kerja, kepuasan kerja, dan komitmen organisasi terhadap kinerja pegawai, dibawah bimbingan bapak, Ramdani Bayu Putra S.E., M.M dan Bapak Bayu Pratama Azka, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh lingkungan kerja, kepuasan kerja, dan komitmen organisasi terhadap kinerja pegawai pada Dinas Pariwisata Kabupaten Pesisir Selatan. Metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 65 responden.

Hasil analisis data menyimpulkan, lingkungan kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai pada pegawai Dinas Pariwisata Kabupaten Pesisir Selatan. Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada pegawai Dinas Pariwisata Kabupaten Pesisir Selatan. Komitmen berpengaruh positif dan signifikan terhadap komitmen pada pegawai Dinas Pariwisata Kabupaten Pesisir Selatan. lingkungan kerja, kepuasan kerja dan komitmen secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai pada pegawai di Dinas Pariwisata Kabupaten Pesisir Selatan.

Kata Kunci : Lingkungan kerja, Kepuasan kerja, komitmen organisasi, Kinerja pegawai