

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh komitmen organisasional dan lingkungan kerja terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel intervening di Kantor Bupati Kabupaten Dharmasraya. Metode yang digunakan adalah dengan *Partial Least Square* (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 61 responden. Hasil analisis data menyimpulkan, Komitmen organisasional berpengaruh signifikan terhadap kepuasan kerja, Lingkungan kerja berpengaruh tidak signifikan terhadap kepuasan kerja, Komitmen organisasional berpengaruh signifikan terhadap kinerja pegawai, Lingkungan kerja berpengaruh tidak signifikan terhadap kinerja pegawai, Kepuasan kerja berpengaruh tidak signifikan terhadap kinerja pegawai, Kepuasan kerja tidak mampu memediasi komitmen organisasional terhadap kinerja pegawai, Kepuasan kerja tidak mampu memediasi lingkungan kerja terhadap kinerja pegawai.

Kata Kunci : Komitmen Organisasional, Lingkungan Kerja, Kinerja Pegawai, Kepuasan Kerja.

ABSTRACT

This research aims to determine how much influence organizational commitment and the work environment have on employee performance with job satisfaction as an intervening variable in the Dharmasraya Regency Regent's Office. The method used is Partial Least Square (PLS) 3.0. By distributing a questionnaire to 61 respondents. The results of the data analysis concluded, Organizational commitment has a significant effect on job satisfaction, Work environment has an insignificant effect on job satisfaction, Organizational commitment has a significant effect on employee performance, Work environment has an insignificant effect on employee performance, Job satisfaction has an insignificant effect on employee performance, Job satisfaction unable to mediate organizational commitment on employee performance, job satisfaction is unable to mediate the work environment on employee performance.

Keywords : Organizational Commitment, Work Environment, Employee Performance, Job Satisfaction.