

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Kepemimpina Dan Budaya Organisasi Terhadap Kinerja Pegawai Melalui Komitmen Organisasi Sebagai Variabel Intervening Pada Kantor Kementrian Agama Kabupaten Solok. Penelitian ini adalah model *Structural Equation Modeling* (SEM) dengan alat bantu analisi SmartPLS 3.0. Populasi dan sampel penelitian ini adalah pegawai Kantor Kementrian Agama Kabupatrn Solok. Hasil penelitian menemukan Terdapat pengaruh positif dan tidak signifikan antara Kepemimpnan terhadap Komitmen Organisasi. Terdapat pengaruh positif dan signifikan antara Budaya Organisasi terhadap Komikmen Organisasi. Terdapat pengaruh positif dan tidak signifikan antara Kepemimpin terhadap Kinerja pegawai. Terdapat pengaruh positif dan tidak signifikan antara Budaya Organisasi terhadap Kepemimpinan. Terdapat pengaruh positif dan signifikan antara Komitmen Organisasi terhadap Kinerja Pegawai. Komitmen Orgnasias tidak memediasi Kepemimimpinan terhadap Kinerja Pegawai. Komitmen Orgnisasi Memediasi Budaya Organisasi terhadap Kinerja Pegawai

Kata Kunci: Kepemimpinan, Budaya Organsiasi, Komitmen Organisasi, Kinerja Pegawai

ABSTRACT

This study aims to determine and try to analyze the Influence of Leadership and Organizational Culture on Employee Performance Through Organizational Commitment as an Intervening Variable at the Office of the Ministry of Religion of Solok Regency. This study is a Structural Equation Modeling (SEM) model with SmartPLS 3.0 analysis tools. *The population and sample of this study were employees of the Office of the Ministry of Religion of Solok Regency. The results of the study found that there was a positive and insignificant influence between Leadership on Organizational Commitment. There was a positive and significant influence between Organizational Culture won Organizational Commitment. There was a positive and insignificant influence between Leadership on Employee Performance. There was a positive and insignificant influence between Organizational Culture on Leadership. There was a positive and significant influence between Organizational Commitment on Employee Performance. Organizational Commitment does not mediate Leadership on Employee Performance. Organizational Commitment Mediates Organizational Culture on Employee Performance*

Keywords: Leadership, Organizational Culture, Organizational Commitment, Employee Performance