

ABSTRAK

Penelitian ini bertujuan mengetahui Pengaruh Motivasi Kerja Dan Lingkungan Kerja Terhadap Pegawai Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada Kantor Dinas Pekerjaan Umum Dan Penataan Ruang (PUPR) Muko-muko. Populasi pada penelitian ini berjumlah 104 responden. Sampel pada penelitian ini berjumlah 104 responden dengan menggunakan teknis sampling jenuh. Metode yang digunakan adalah *Structural Equation Modeling* (SEM) dengan *partial least square* (PLS) 3.0. Hasil analisis data menyimpulkan terdapat pengaruh positif serta signifikan antara Motivasi Kerja terhadap Komitmen Organisasi. Terdapat pengaruh positif yang signifikan Lingkungan Kerja terhadap Komitmen Organisasi. Terdapat pengaruh negative serta tidak signifikan antara Motivasi Kerja terhadap Kinerja pegawai. Terdapat pengaruh negatif serta tidak signifikan antara Lingkungan Kerja terhadap Kinerja Pegawai. Terdapat pengaruh positif yang signifikan antara Komitmen Organisasi terhadap Kinerja Pegawai. Terdapat pengaruh negatif serta tidak signifikan antara Komitmen Organisasi Terhadap Komitmen Organisasi memediasi Motivasi Kerja terhadap Kinerja Pegawai. Terdapat pengaruh positif serta signifikan antara Komitmen Organisasi memediasi Lingkungan Kerja atas Kinerja Pegawai.

Kata Kunci: Motivasi Kerja, Lingkungan Kerja, Komitmen Organisasi, Kinerja Pegawai.

ABSTRACT

This research aims to determine the influence of work motivation and work environment on employees with organizational commitment as intervening variables at the Muko-muko Public Works and Spatial Planning (PUPR) Office. The population in this study amounted to 104 respondents. The sample in this study consisted of 104 respondents using saturated sampling techniques. The method used is Structural Equation Modeling (SEM) with partial least squares (PLS) 3.0. The results of data analysis conclude that there is a positive and significant influence between Work Motivation and Organizational Commitment. There is a significant positive influence of the Work Environment on Organizational Commitment. There is an insignificant negative influence between work motivation and employee performance. There is a negative and insignificant influence between the Work Environment and Employee Performance. There is a significant positive influence between Organizational Commitment on Employee Performance. There is a negative and insignificant influence between Organizational Commitment and Organizational Commitment mediating Work Motivation on Employee Performance. There is a positive and significant influence between Organizational Commitment mediating the Work Environment on Employee Performance.

Keywords: *Work Motivation, Work Environment, Organizational Commitment, Employee Performance.*