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ABSTRAK

Genta Aditia, Nomor BP : 17101155310018, Manajemen, 2021, “

Pengaruh *Knowledge Management*, *Skill*, Komitmen Organisasi dan Gaya Kepemimpinan terhadap Kinerja Pegawai Badan Kepegawaian Daerah Provinsi Sumatera Barat, dibawah bimbingan Ibu Vivi Nila Sari, S.E., M.M dan Ibu Nila Pertiwi, S. HI., M.A .Penelitian ini bertujuan untuk mengetahui dan menganalisis Pengaruh *Knowledge Management*, *Skill*, Komitmen Organisasi dan Gaya Kepemimpinan terhadap Kinerja Pegawai Badan Kepegawaian Daerah Provinsi Sumatera Barat, baik secara parsial maupun secara simultan.

Hasil penelitian menunjukkan persamaan regresi $Y = 12,596 + 0,217 X_1 + 0,180 X_2 + 0,221 X_3 + 0,159 X_4$ Hasil uji hipotesis secara parsial diperoleh bahwa variabel *Knowledge Management*, *Skill*, Komitmen Organisasi dan Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai. Hasil uji hipotesis secara simultan juga diperoleh variabel *Knowledge Management*, *Skill*, Komitmen Organisasi dan Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai Badan Kepegawaian Daerah Provinsi Sumatera Barat,. Kontribusi ketiga variabel bebas tersebut di atas terhadap kinerja pegawai adalah sebesar koefisien determinasi Adjusted R Square 78,5% sedangkan sisanya 21,5% dari variabel lain yang tidak diteliti. Secara parsial terbukti komitmen organisasi pegawai memiliki pengaruh yang paling dominan.

Disarankan untuk diharapkan dapat melakukan penelitian lebih lanjut dengan menambah variabel penelitian lebih banyak diluar variabel yang telah digunakan dalam penelitian ini seperti variabel lingkungan kerja, kompensasi, kompetensi, stres kerja dan lain sebagainya.

Kata Kunci: *Knowledge Management*, *Skill*, Komitmen Organisasi, Gaya Kepemimpinan , dan Kinerja Pegawai

ABSTRACT

Genta Aditia, BP Number : 17101155310018, Management, 2021, "The Influence of Knowledge Management, Skills, Organizational Commitment and Leadership Style on the Performance of the Regional Personnel Board of West Sumatra Province, under the guidance of Mrs. Vivi Nila Sari, S.E, M.M and Mrs. Nila Pertiwi, S.HI., M.A. This study aims to determine and analyze the influence of Knowledge Management, Skills, Organizational Commitment and Leadership Style on the Performance of Regional Personnel Board of West Sumatra Province, either partially or simultaneously.

The results showed the regression equation $Y = 12.596 + 0.217 X_1 + 0.180 X_2 + 0.221 X_3 + 0.159 X_4$ The partial hypothesis test results showed that the variables Knowledge Management, Skills, Organizational Commitment and Leadership Style had a positive and significant effect on employee performance. The results of simultaneous hypothesis testing also obtained that the variables of Knowledge Management, Skill, Organizational Commitment and Leadership Style had a positive and significant effect on the performance of the Regional Personnel Agency of West Sumatra Province. The contribution of the three independent variables above to employee performance is the coefficient of determination of Adjusted R Square 78.5% while the remaining 21.5% is from other variables not examined. Partially it is proven that employee organizational commitment has the most dominant influence.

It is suggested to be expected to be able to conduct further research by adding more research variables beyond the variables that have been used in this study such as work environment variables, compensation, competence, work stress and so on.

Keywords: *Knowledge Management, Skill, Organizational Commitment, Leadership Style, and Employee Performance Kinerja*