

ABSTRAK

Farasna Misiyani, NoBp 18101155310393, Jurusan Manajemen, Fakultas Ekonomi dan Bisnis, Tahun 2022, penelitian ini bertujuan untuk Mengetahui Pengaruh Gaya Kepemimpinan, Kedisiplinan dan Lingkungan Kerja Terhadap Kinerja Pegawai Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada Kantor Camat Kecamatan Pariangan Batusangkar, dibawah bimbingan Ibu Vivi Nila Sari,S.E.,M.M. dan Bapak Dodi Suryadi,S.E.,M.M. Penelitian ini merupakan penelitian kuantitatif. Metode pengumpulan data melalui kuesioner, dengan sampel 30 responden kantor camat Kecamatan Pariangan Batusangkar. Metode analisis yang digunakan adalah *path analysis*, analisis *partial least squares* (PLS), *outer* model, *iner* model dan uji hipotesis. Pengolahan data dalam penelitian ini menggunakan program *software SmartPLS 3.0*.

Hasil penelitian dapat disimpulkan bahwa gaya kepemimpinan berpengaruh positif dan tidak signifikan terhadap komitmen organisasi, kedisiplinan berpengaruh positif dan signifikan terhadap komitmen organisasi, lingkungan kerja berpengaruh positif dan tidak signifikan terhadap komitmen organisasi, gaya kepemimpinan berpengaruh positif dan tidak signifikan terhadap kinerja pegawai, kedisiplinan berpengaruh positif dan signifikan terhadap kinerja pegawai, terdapat pengaruh positif dan tidak signifikan terhadap kinerja pegawai, komitmen organisasi berpengaruh positif dan tidak signifikan terhadap kinerja pegawai, dan komitmen organisasi tidak mampu memediasi gaya kepemimpinan,kedisiplinan dan lingkungan kerja terhadap kinerja pegawai pada kantor camat Kecamatan Pariangan Batusangkar.

Kata Kunci : Gaya Kepemimpinan, Kedisiplinan, Lingkungan Kerja, Komitmen Organisasi dan Kinerja Pegawai.

ABSTRACT

Farasna Misiyani, No.Bp 18101155310393, *Management Department, Faculty of Economics and Business, 2022, this study aims to determine the effect of leadership style, discipline and work environment on employee performance with organizational commitment as an intervening variable at the Pariangan Batusangkar sub-district office, under the guidance of Mrs. Vivi. Nila Sari,SE,MM and Mr. Dodi Suryadi, S.E., M.M. This research is a quantitative research. The method of collecting data is through a questionnaire, with a sample of 30 respondents from the sub-district office of Pariangan Batusangkar. The analytical method used is path analysis, partial least squares (PLS) analysis, outer model, inner model and hypothesis testing. Data processing in this study using the SmartPLS 3.0 software program.*

The results of the study concluded that leadership style had a positive and insignificant effect on organizational commitment, discipline had a positive and significant effect on organizational commitment, the work environment had a positive and insignificant effect on organizational commitment, leadership style had a positive and insignificant effect on employee performance, and discipline had a positive effect. and significant on employee performance, there is a positive and insignificant effect on employee performance, organizational commitment has a positive and insignificant effect on employee performance, and organizational commitment is not able to mediate leadership style, discipline and work environment on employee performance at the subdistrict office of Pariangan Batusangkar.

Keywords: Leadership Style, Discipline, Work Environment, Organizational Commitment and Employee Performance.