

ABSTRAK

Yulia Putri, 18101155310625, jurusan manajemen tahun 2018, pengaruh kepuasan kerja dan motivasi kerja terhadap kinerja pegawai dengan komitmen organisasional sebagai variabel intervening dibawah bimbingan ibuk Vivi Nila Sari , S.E., M.M dan Dori Mittra Candana, S.E.,M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh kepuasan kerja dan motivasi kerja terhadap kinerja pegawai dengan komitmen organisasional sebagai variabel intervening pada pegawai SMK Negeri 1 Rao Selatan. Metode yang digunakan adalah *Structur Equation Modeling (SEM)* dengan *Partial Least Square (PLS)* 3.0. Dengan mengendarkan kuesioner sebanyak 79 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif yang signifikan antara variabel kepuasan kerja terhadap variabel komitmen organisasi . Terdapat pengaruh positif yang signifikan antara variabel motivasi kerja terhadap variabel komitmen organisasi. Terdapat pengaruh positif yang signifikan antara variabel kepuasan kerja terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel motivasi kerja terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel komitmen organisasi terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel kepuasan kerja terhadap variabel kinerja pegawai melalui komitmen organisasional. Terdapat pengaruh positif yang signifikan antara variabel motivasi kerja terhadap variabel kinerja pegawai melalui komitmen organisasional.

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

ABSTRACT

Yulia Putri, 18101155310625, management department in 2018, the effect of job satisfaction and work motivation on employee performance with organizational commitment as an intervening variable under the guidance of Mrs. Vivi Nila Sari, S.E., M.M and Dori Mittra Candana, S.E., M.M.

This study aims to determine how much influence job satisfaction and work motivation have on employee performance with organizational commitment as an intervening variable on employees of SMK Negeri 1 Rao Selatan. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating a questionnaire as many as 79 respondents.

The results of data analysis concluded that there was a significant positive effect between the variables of job satisfaction on the variable of organizational commitment. There is a significant positive effect between work motivation variables on organizational commitment variables. There is a significant positive effect between job satisfaction variables on employee performance variables. There is a significant positive effect between work motivation variables on employee performance variables. There is a significant positive effect between organizational commitment variables on employee performance variables. There is a significant positive effect between job satisfaction variables on employee performance variables through organizational commitment. There is a significant positive effect between work motivation variables on employee performance variables through organizational commitment.

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