

## ABSTRAK

Penelitian ini bertujuan untuk menguji ”Pengaruh *Locus Of Control*, *Profesionalisme Kerja* Dan Budaya Organisasi Terhadap Kinerja Karyawan Dengan Komitmen Organisasi Sebagai Variabel Intevening Pada PT.PLN Padang Panjang”. Dengan menggunakan data primer yang diperoleh dengan memberikan kuesioner secara lansung kepada responden karyawan PT.PLN Padang Panjang. Analisis data dalam penelitian ini menggunakan uji validitas, reliabilitas, uji asumsi klasik (uji normalitas data, uji multikolinieritas, dan uji heteroskedastisitas), analisis regresi linear berganda, Analisis Jalur, koefisien determinan ( $R^2$ ), koefisien regresi secara parsial (uji t), koefisien regresi secara bersama-sama (uji f), adapun keseluruhan analisis data menggunakan *software SPSS statistic 25 Windows Evaluation Vision*.

Hasil penelitian ini menyimpulkan bahwa : (1) *Locus Of Control* berpengaruh signifikan terhadap Kinerja Karyawan. (2) *Profesionalisme Kerja* berpengaruh signifikan terhadap Kinerja Karyawan. (3) Budaya Organisasi berpengaruh signifikan terhadap Kinerja Karyawan. (4) *Locus Of Control* berpengaruh tidak signifikan terhadap Komitmen Organisasi. (5) *Profesionalisme Kerja* berpengaruh tidak signifikan terhadap Komitmen Organisasi. (6) Budaya Organisasi berpengaruh signifikan terhadap Komitmen Organisasi. (7) Komitmen Organisasi tidak memediasi hubungan antara *Locus Of Control* terhadap Kinerja Karyawan. (8) Komitmen Organisasi tidak memediasi hubungan antara *Profesionalisme Kerja* terhadap Kinerja Karyawan. (9) Komitmen Organisasi tidak memediasi hubungan antara Budaya Organisasi terhadap Kinerja Karyawan. (10) Komitmen Organisasi berpengaruh tidak signifikan terhadap Kinerja Karyawan.

**Kata Kunci:** *Locus Of Control*, *Profesionalisme Kerja*, *Budaya Organisasi*, *Kinerja Karyawan*, dan *Komitmen Organisasi*.

## ABSTRACT

This study aims to examine "The Influence of Locus Of Control, Work Professionalism And Organizational Culture On Employee Performance With Organizational Commitment As An Intervening Variable At PT. PLN Padang Panjang". By using primary data obtained by giving questionnaires directly to respondents employees of PT.PLN Padang Panjang. Data analysis in this study used validity, reliability, classical assumption test (data normality test, multicollinearity test, and heteroscedasticity test), multiple linear regression analysis, path analysis, determinant coefficient ( $R^2$ ), partial regression coefficient (t test), coefficient regression together (f test), while the overall data analysis used SPSS statistical software 25 Windows Evaluation Vision.

The results of this study conclude that: (1) Locus Of Control has a significant effect on employee performance. (2) Work Professionalism has a significant effect on Employee Performance. (3) Organizational Culture has a significant effect on Employee Performance. (4) Locus Of Control has no significant effect on Organizational Commitment. (5) Work Professionalism has no significant effect on Organizational Commitment. (6) Organizational Culture has a significant effect on Organizational Commitment. (7) Organizational Commitment does not mediate the relationship between Locus Of Control on Employee Performance. (8) Organizational Commitment does not mediate the relationship between Work Professionalism and Employee Performance. (9) Organizational Commitment does not mediate the relationship between Organizational Culture and Employee Performance. (10) Organizational Commitment has no significant effect on Employee Performance.

**Keywords: Locus Of Control, Work Professionalism, Organizational Culture, Employee Performance, and Organizational Commitment.**