

ABSTRAK

Khoiriyah.2018. Skripsi. **Pengaruh Komitmen Organisasi dan kepuasan Kerja Terhadap Kinerja Pegawai Di Kantor Kecamatan Maron Kabupaten Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian dilakukan di Kantor Kecamatan Maron Kabupaten Probolinggo dengan tujuan untuk mengetahui “Pengaruh Komitmen Organisasi (X_1) dan Kepuasan Kerja (X_2) secara simultan dan parsial Terhadap Kinerja Pegawai (Y) Di Kantor Kecamatan Maron Kabupaten Probolinggo”.

Jenis penelitian yang digunakan adalah kuantitatif, dengan variabel independen (bebas) Komitmen Organisasi (X_1) dan Kepuasan Kerja (X_2), dan variabel dependen (terikat) kinerja Pegawai (Y). Jumlah sampel sebanyak 34 orang diperoleh dari populasi yang berjumlah 34 orang dengan menggunakan penelitian sampel jenuh yaitu seluruh atau semua anggota populasi digunakan sebagai sampel. Dengan menggunakan metode analisis data menggunakan regresi linier berganda dengan uji f dan uji t .

Hasil penelitian menunjukkan bahwa Komitmen Organisasi (X_1) dan Kepuasan Kerja (X_2) berpengaruh signifikan secara simultan terhadap kinerja Pegawai (Y) Di Kantor Kecamatan Maron Kabupaten Probolinggo dari perhitungan uji f diperoleh $f_{hitung} 23.800 > f_{tabel} 2.039$ dengan nilai signifikan $0,000 < 0,05$ selain itu *adjusted R square* yang besar 0.588 yang berarti besarnya variabel bebas terhadap variabel terikat adalah 60.6% sedangkan sisanya yaitu 39.4% dipengaruhi variabel lain, dan uji t diketahui bahwa secara parsial variabel Komitmen Organisasi (X_1) mempunyai pengaruh yang signifikan terhadap variabel kinerja pegawai (Y) diperoleh perhitungan uji t sebesar $t_{hitung} 3.541 \geq t_{tabel} 3.30$ dan variabel Kepuasan Kerja (X_2) tidak mempunyai berpengaruh yang signifikan terhadap variabel kinerja pegawai (Y) dan diperoleh hasil perhitungan uji t sebesar $t_{hitung} 3.210 \geq t_{tabel} 3.30$. Dan variabel yang paling dominan pengaruhnya adalah variabel Komitmen Organisasi (X_1).

Kata Kunci : Komitmen Organisasi, Kepuasan Kerja, Kinerja.

ABSTRACT

Khoiriyah.2018. Essay. **The Influence of Organizational Commitment and Job Satisfaction on Employee Performance at the Maron District Office in Probolinggo Regency.** Management Study Program, Faculty of Economics, University of Panca Marga Probolinggo.

The study was conducted at the Maron District Office in Probolinggo Regency with the aim of knowing "The influence of Organizational Commitment (X1) and Job Satisfaction (X2) simultaneously and partially on Employee Performance (Y) in the Maron District Office of Probolinggo District".

The type of research used is quantitative, with independent variables (free) Organizational Commitment (X1) and Job Satisfaction (X2), and dependent variable (bound) Employee performance (Y). The number of samples as many as 34 people was obtained from a population of 34 people using saturated sample research, namely all or all members of the population used as samples. By using the method of data analysis using multiple linear regression with f test and t test.

The results showed that the Organizational Kmitmen (X1) and Job Satisfaction (X2) simultaneously had a significant effect on the performance of Employees (Y) in the Maron District Office of Probolinggo Regency from the calculation of the f test obtained f count $23.800 > f_{table} 2,039$ with a significant value of $0,000 < 0,05$ besides It is a large adjusted R square 0.588 which means the amount of the independent variable to the dependent variable is 60.6% while the remaining 39.4% is influenced by other variables, and t test is known that partially the Organizational Commitment variable (X1) has a significant effect on employee performance variables (Y) obtained the calculation of the t test for t count $3.541 \geq t_{table} 3.30$ and the variable Job Satisfaction (X2) did not have a significant effect on employee performance variables (Y) and obtained the results of the calculation of t test for tcount $3.210 \geq t_{table} 3.30$. And the most dominant variable of influence is the Organizational Commitment variable (X1).

Keywords: Organizational Commitment, Job Satisfaction, Performance.