

PENGARUH KOMITMEN ORGANISASI, BUDAYA ORGANISASI DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN PADA LPD DESA ADAT ABIANSEMAL

ABSTRAK

Keberhasilan suatu perusahaan dapat dilihat dari kinerja karyawan. Kinerja karyawan merupakan kemampuan karyawan dalam melakukan sesuatu keahlian tertentu. Ada beberapa faktor yang mempengaruhi kinerja karyawan yaitu komitmen organisasi, budaya organisasi dan kepuasan kerja. Penelitian ini bertujuan untuk mengetahui pengaruh komitmen organisasi, budaya organisasi dan kepuasan kerja terhadap kinerja karyawan LPD Desa Adat Abiansemal.

Populasi dalam penelitian ini adalah semua karyawan LPD Desa Adat Abiansemal. Penentuan sampel dengan teknik *sampling* jenuh dengan jumlah sampel sebanyak 35 orang karyawan. Metode pengumpulan data dengan observasi, wawancara, dokumentasi, serta kuesioner. Teknik analisis data yang digunakan adalah analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan LPD Desa Adat Abiansemal, hal ini berarti peningkatan komitmen organisasi akan diikuti dengan peningkatan kinerja karyawan. Budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan LPD Desa Adat Abiansemal, hal ini berarti semakin baik budaya organisasi maka semakin baik kinerja karyawan. Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan LPD Desa Adat Abiansemal, hal ini berarti semakin tinggi kepuasan kerja karyawan maka semakin tinggi kinerja karyawan LPD Desa Adat Abiansemal.

Kata Kunci: komitmen organisasi, budaya organisasi, kepuasan kerja, kinerja karyawan

UNMAS DENPASAR

**THE EFFECT OF ORGANIZATIONAL COMMITMENT,
ORGANIZATIONAL CULTURE AND JOB SATISFACTION
ON EMPLOYEE PERFORMANCE IN THE ABIANSEMAL
ADAT VILLAGE LPD**

ABSTRACT

The success of a company can be seen from the performance of employees. Employee performance is the employee's ability to do something with certain skills. There are several factors that influence employee performance, namely organizational commitment, organizational culture and job satisfaction. This study aims to determine the effect of organizational commitment, organizational culture and job satisfaction on the performance of LPD Abiansemal Traditional Village employees.

The population in this study were all employees of the Abiansemal Traditional Village LPD. Determination of the sample with saturated sampling technique with a total sample of 35 employees. Methods of data collection by observation, interviews, documentation, and questionnaires. The data analysis technique used is multiple linear regression analysis.

The test results show that organizational commitment has a positive and significant effect on the performance of LPD Abiansemal Traditional Village employees, this means that an increase in organizational commitment will be followed by an increase in employee performance. Organizational culture has a positive and significant effect on the performance of LPD Desa Adat Abiansemal employees, this means that the better the organizational culture, the better the employee performance. Job satisfaction has a positive and significant effect on the performance of the Abiansemal Traditional Village LPD employees, this means that the higher the employee job satisfaction, the higher the performance of the Abiansemal Traditional Village LPD employees.

Keywords: *Organizational Commitment, Organizational Culture, Job Satisfaction, Employee Performance*