

ABSTRAK

Penelitian ini berjudul tentang “Pengaruh Dimensi Komitmen Organisasi Terhadap Kinerja Pegawai Pada Dinas Sosial Kota Jambi”. Adapun yang menjadi tujuan penelitian ini adalah sebagai berikut : (1) Untuk melihat gambaran mengenai Komitmen Afektif, Komitmen Normatif, Komitmen Continuance dan Kinerja Pegawai pada Dinas Sosial Kota Jambi. (2) Untuk melihat pengaruh Komitmen Afektif terhadap Kinerja Pegawai pada Dinas Sosial Kota Jambi. (3) Untuk melihat pengaruh Komitmen Continuance terhadap Kinerja Pegawai pada Dinas Sosial Kota Jambi. (4) Untuk melihat pengaruh Komitmen Normatif terhadap Kinerja Pegawai pada Dinas Sosial Kota Jambi. (5) Untuk melihat pengaruh Komitmen Afektif, Komitmen Normatif, dan Komitmen Continuance secara simultan terhadap Kinerja Pegawai pada Dinas Sosial Kota Jambi. Berdasarkan hasil penelitian bahwa (1) Gambaran keseluruhan total skor yang diperoleh telah menuju kategori karakteristik komitmen afektif yang termasuk dalam kategori tinggi. Karakteristik komitmen *continuance* yang termasuk dalam kategori tinggi. Karakteristik komitmen normatif termasuk dalam kategori tinggi. Karakteristik kinerja pegawai termasuk dalam kategori tinggi. (2) Berdasarkan hasil pengujian regresi linear berganda bahwa variabel komitmen afektif tidak berpengaruh signifikan terhadap kinerja pegawai. (3) Variabel komitmen continuance berpengaruh signifikan terhadap kinerja pegawai. (4) Variabel komitmen normatif berpengaruh signifikan terhadap kinerja pegawai. (5) Variabel komitmen afektif, komitmen *continuance* dan komitmen normatif secara bersama-sama mempengaruhi kinerja pegawai.

Kata Kunci : *Komitmen Affektife, Komitmen Continuance, komitmen Normatife dan Kinerja Pegawai*

ABSTRACT

This study entitled "The Influence of Dimensions of Organizational Commitment on Employee Performance at the Jambi City Social Service". The objectives of this study are as follows: (1) To see an overview of Affective Commitment, Normative Commitment, Continuance Commitment and Employee Performance at the Jambi City Social Service. (2) To see the effect of Affective Commitment on Employee Performance at the Jambi City Social Service. (3) To see the effect of Continuance Commitment on Employee Performance at the Jambi City Social Service. (4) To see the effect of Normative Commitment on Employee Performance at the Jambi City Social Service. (5) To see the effect of Affective Commitment, Normative Commitment, and Continuance Commitment simultaneously on Employee Performance at the Jambi City Social Service. Based on the research results that (1) the overall picture of the total score obtained has led to the affective commitment characteristic category which is included in the high category. Continuance commitment characteristics that fall into the high category. The characteristics of normative commitment are included in the high category. Employee performance characteristics are in the high category. (2) Based on the results of multiple linear regression testing, the affective commitment variable has no significant effect on employee performance. (3) The continuance commitment variable has a significant effect on employee performance. (4) The normative commitment variable has a significant effect on employee performance. (5) The variables affective commitment, continuance commitment and normative commitment jointly affect employee performance.

Keywords: Affektive commitment, Continuance comitmen, Normative Comitment and Employee Performance