

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh komitmen keorganisasional dan motivasi kerja terhadap kinerja pegawai. Metode pengambilan sampel menggunakan rumus slovin sebanyak 101 responden dari total populasi 135 pegawai. Pengumpulan data dilakukan dengan menggunakan observasi dan kuesioner, diukur dengan skala likert. Metode penelitian menggunakan analisis deskriptif dan kuantitatif serta menggunakan analisis regresi linier berganda dan diproses dengan SPSS. Temuan penelitian ini mempunyai hasil penelitian secara parsial menunjukkan bahwa Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai, Motivasi kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Secara simultan menunjukkan bahwa Komitmen Organisasi dan Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai Kantor Wilayah Kementerian Agama Provinsi Jambi.

Kata kunci : *Komitmen Keorganisasional, Motivasi Kerja, Kinerja Pegawai*

ABSTRACT

This study aims to determine the effect of organizational commitment and work motivation on employee performance. The sampling method used the slovin formula as many as 101 respondents from a total population of 135 employees. Data was collected using observation and questionnaires, measured by a Likert scale. The research method uses descriptive and quantitative analysis and uses multiple linear regression analysis and is processed with SPSS. The findings of this study partially show that organizational commitment has a positive and significant effect on employee performance, work motivation has a positive and significant effect on employee performance. And simultaneously shows that Organizational Commitment and Work Motivation have a positive and significant effect on the Performance of Regional Office Employees of the Ministry of Religion of Jambi Province.

Keywords : Organizational Commitment, Work Motivasion, Employee Perfomance