

ABSTRAK

Tujuan penulisan skripsi ini untuk menguji pengaruh Motivasi Kerja dan Komitmen Organisasi Terhadap Kinerja Pegawai Kantor Sekretariat DPRD Kota Jambi. Pengumpulan data dilakukan melalui penyebaran kuesioner dengan skala likert terhadap 36 pegawai negeri sipil (PNS) pada Kantor Sekretariat DPRD Kota Jambi. Teknik pengujian data yang digunakan meliputi uji validitas, uji reliabilitas, uji hipotesis dan koefisien determinasi menggunakan alat bantu program SPSS 25. Hasil penelitian menunjukkan bahwa Motivasi kerja berpengaruh positif signifikan terhadap kinerja pegawai, komitmen organisasi berpengaruh positif signifikan terhadap kinerja pegawai, motivasi kerja dan komitmen organisasi secara bersama-sama berpengaruh positif signifikan terhadap kinerja pegawai Kantor Sekretariat DPRD Kota Jambi.

Kata Kunci: Motivasi Kerja, Komitmen Organisasi dan Kinerja Pegawai

ABSTRACT

The purpose of writing this thesis is to examine the effect of the Work Motivation on the employee performance, Organizational Commitment on the employee performance at the Office Secretariat DPRD Jambi City. Data collection was carried out by distributing questionnaires with a Likert scale to 36 civil servants (PNS) at the Office Secretariat DPRD Jambi City. The data testing techniques used include validity and reliability test, hypothesis and coefficient of determination with the help of SPSS 25. The results showed that work motivation had a significant positive effect on employee performance, organizational commitment had a significant positive effect on employee performance, work motivation and organizational commitment together had a significant positive effect on employee performance at the Office Secretariat DPRD Jambi City.

Keyword : Work Motivation, Organizational Commitment, and employee performance