

ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan gambaran kinerja pegawai, komitmen organisasional dan budaya organisasi, menganalisis pengaruh budaya organisasi terhadap kinerja pegawai, menganalisis pengaruh budaya organisasi terhadap komitmen organisasional, menganalisis pengaruh komitmen organisasional terhadap kinerja pegawai, menganalisis pengaruh budaya organisasi terhadap kinerja pegawai yang dimediasi oleh komitmen organisasional pada Pegawai Dinas Kelautan dan Perikanan Provinsi Jambi. Penelitian ini dilakukan pada 76 responden dengan total populasi sebanyak 320 pegawai menggunakan teknik Slovin. Pengumpulan data dilakukan melalui penyebaran kuesioner dengan skala likert. Teknik pengujian data menggunakan Uji Validitas, Uji Realibilitas, Uji R-Square dan Uji Hipotesis dengan *Bootstrapping* menggunakan *Software SmartPLS 4.0*. Hasil Penelitian menunjukkan bahwa budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai, budaya organisasi berpengaruh positif dan signifikan terhadap komitmen organisasional, komitmen organisasional berpengaruh positif dan signifikan terhadap kinerja pegawai dan budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai melalui komitmen organisasional. Oleh karena itu disarankan Instansi dapat mempertahankan konsistensi budaya organisasi yang positif sehingga komitmen organisasional pegawai tinggi dan kinerja pun ikut meningkat.

Kata Kunci: *budaya organisasi, kinerja pegawai, komitmen organisasional*

ABSTRACT

The purpose of this research is to describe the description of employee performance, organizational commitment and organizational culture, analyze the influence of organizational culture on employee performance, analyze the influence of organizational culture on organizational commitment, analyze the effect of organizational commitment on employee performance, analyze the influence of organizational culture on employee performance mediated by commitment organizational staff at the Jambi Provincial Maritime Affairs and Fisheries Office. This research was conducted on 76 respondents with a total population of 320 employees using the Slovin technique. Data collection was carried out by distributing questionnaires with a Likert scale. Data testing techniques use Validity Test, Reliability Test, R-Square Test and Hypothesis Test with Bootstrapping using SmartPLS 4.0 Software. The research results show that organizational culture has a positive and significant effect on employee performance, organizational culture has a positive and significant effect on organizational commitment, organizational commitment has a positive and significant effect on employee performance and organizational culture has a positive and significant effect on employee performance through organizational commitment. Therefore, it is suggested that institutions maintain the consistency of a positive organizational culture so that employee organizational commitment is high and performance also increases.

Keywords: *organizational culture, employee performance, organizational commitment*