

ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan pengaruh komitmen organisasi terhadap kinerja pegawai melalui disiplin kerja sebagai variabel intervening pada Dinas Kelautan dan Perikanan Provinsi Jambi. Dengan metode analisis kuantitatif. Populasi berjumlah 147 orang dengan sampel 60 responden. Data didapatkan melalui kuesioner dianalisis *Structural Equation Modelling* (SEM) dengan *Partial Least Square* (PLS) program *SmartPLS* 4. Hasil penelitian menunjukkan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai, komitmen organisasi berpengaruh positif dan signifikan terhadap disiplin kerja, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, disiplin kerja mampu memediasi pengaruh antara komitmen organisasi terhadap kinerja pegawai. Rekomendasi dari hasil penelitian yaitu perlu dilakukan evaluasi berjenjang kinerja pegawai mulai dari Kasi dan Kabid serta mengidentifikasi keterampilan pegawai, perlu meningkatkan keterikatan emosional guna meningkatkan loyalitas, melakukan sosialisasi rutin mengenai aturan, serta mengadakan program orientasi atau pengenalan secara detail bagi pegawai baru. Bagi peneliti selanjutnya dapat menjadikan referensi dan mengembangkan variabel diluar penelitian ini.

Kata Kunci: Kinerja Pegawai, Komitmen Organisasi, Disiplin Kerja

ABSTRAC

This study aims to describe the effect of organizational commitment on employee performance through work discipline as an intervening variable at the Jambi Province Maritime and Fisheries Service. With quantitative analysis methods. The population amounted to 147 people with a sample of 60 respondents. The results showed that organizational commitment has a positive and significant effect on employee performance, organizational commitment has a positive and significant effect on work discipline, work discipline has a positive and significant effect on employee performance, work discipline is able to mediate the influence between organizational commitment on employee performance. Recommendations from the results of the study, namely the need to conduct a tiered evaluation of employee performance starting from the Head of Section and Head and identifying employee skills, the need to increase emotional attachment to increase loyalty, conduct regular socialization of rules, and hold an orientation program or detailed introduction for new employees. For further researchers, they can make references and develop variables outside of this study.

Keywords: *Employee Performance, Organizational Commitment, Work Discipline*