

ABSTRAK

Manajemen Sumber Daya Manusia merupakan bagian dari ilmu manajemen yang memfokuskan perhatiannya pada pengaturan peranan sumber daya manusia dalam kegiatan organisasi. Kinerja pegawai diuji dengan sikap pegawai seperti kepuasan kerja dan komitmen. Tujuan penelitian ini untuk mengetahui pengaruh kepuasan kerja dan komitmen terhadap kinerja pegawai pada Kantor Badan Pusat Statistik di Kabupaten Lumajang. Populasi dalam penelitian ini sebanyak 55 karyawan, dengan teknik *sampling* yang digunakan adalah teknik sensus. Metode pengumpulan data yang digunakan yaitu wawancara, kuesioner dan observasi dengan teknik analisis data regresi linier berganda. Hasil uji koefisien determinasi menunjukkan bahwa 29,8% kinerja pegawai dipengaruhi oleh variabel kepuasan kerja dan komitmen sedangkan sisanya yaitu 70,2% kinerja pegawai dipengaruhi oleh variabel lainnya seperti gaya kepemimpinan, motivasi eksternal, budaya organisasi dan lingkungan kerja. Hasil uji hipotesis menunjukkan bahwa secara parsial kepuasan kerja berpengaruh signifikan terhadap kinerja pegawai di Kantor Badan Pusat Statistik Kabupaten Lumajang. Sedangkan variabel komitmen menghasilkan tidak berpengaruh terhadap kinerja pegawai di Kantor Badan Pusat Statistik Kabupaten Lumajang. Hasil uji secara simultan menunjukkan bahwa kepuasan kerja dan komitmen berpengaruh secara bersama-sama terhadap kinerja pegawai di Kantor Badan Pusat Statistik Kabupaten Lumajang.

Kata Kunci : kepuasan kerja, komitmen dan kinerja pegawai

ABSTRACT

Human Resource Management is a part of management science that focuses its attention on regulating the role of human resources in organizational activities. Employee performance is tested by employee attitudes such as job satisfaction and commitment. The purpose of this study was to determine the effect of job satisfaction and commitment on employee performance at the Central Bureau of Statistics in Lumajang Regency. The population in this study were 55 employees, with the technique sampling used was the census technique. Data collection methods used are interviews, questionnaires and observations with multiple linear regression data analysis techniques. The results of the coefficient of determination test indicate that 29.8% of employee performance is influenced by job satisfaction and commitment variables, while the remaining 70.2% of employee performance is influenced by other variables such as leadership style, external motivation, organizational culture and work environment. The results of the hypothesis test show that partially job satisfaction has a significant effect on employee performance at the Central Bureau of Statistics of Lumajang Regency. While the commitment variable yields no effect on the performance of employees at the Central Bureau of Statistics Lumajang Regency. Simultaneous test results show that job satisfaction and commitment have a joint effect on employee performance at the Central Bureau of Statistics of Lumajang Regency.

Keyword: job satisfaction, commitment and employee performance

