

ABSTRAK

Hartati T.B. Badu, 02041711080, 2021. Pengaruh Kepuasan Kerja dan komitmen Organisasional Terhadap Kinerja Pegawai dengan Motivasi sebagai Variabel Moderasi Pada Badan Pusat Statistik Provinsi Maluku Utara. Ketua Komisi: Fadhliah M Alhadar, Anggota Komisi: Ruslan A. Kamis.

Penelitian ini bertujuan untuk mengetahui pengaruh: (1) pengaruh kepuasan kerja terhadap kinerja pegawai di Badan Pusat Statistik, (2) pengaruh komitmen organisasional terhadap kinerja pegawai di Badan Pusat Statistik, (3) pengaruh komitmen organisasional dan komitmen organisasional terhadap kinerja pegawai di moderasi oleh motivasi. Penelitian ini termasuk penelitian dengan pendekatan kuantitatif. Populasi dari penelitian ini adalah pegawai yang ada di Badan Pusat Statistik Provinsi Maluku Utara. Data dikumpulkan dengan kuisioner. Teknik analisis data menggunakan bantuan Software PLS v3.0 dan SPSS v25.

Hasil penelitian ini menunjukkan bahwa: (1) Kepuasan Kerja berpengaruh signifikan terhadap kinerja pegawai pada Badan Pusat Statistik (2) Komitmen Organisasional tidak berpengaruh signifikan terhadap kinerja pegawai (3) Motivasi tidak mampu memoderasi pengaruh kepuasan kerja terhadap kinerja pegawai (4) Motivasi tidak mampu memoderasi pengaruh komitmen organisasional terhadap kinerja pegawai.

Kata Kunci :Kepuasan Kerja, Komitmen Organisasional, Motivasi, dan Kinerja Pegawai

ABSTRACT

Hartati T.B Badu, 02041711080, 2021. *The Effect of Job Satisfaction and Organizational Commitment on Employee Performance with Motivation as a Moderating Variable at the Central Bureau of Statistics of North Maluku Province. Chairman of the Commission: Fadhliah M Alhadar, Commission Member: Ruslan A. Kamis.*

This study aims to determine the effect of: (1) the effect of job satisfaction on employee performance at the Central Bureau of Statistics, (2) the effect of organizational commitment on employee performance at the Central Bureau of Statistics, (3) the effect of organizational commitment and organizational commitment on employee performance moderated by motivation. . This research includes research with a quantitative approach. The population of this study were employees at the Central Bureau of Statistics of North Maluku Province. Data were collected by questionnaire. The data analysis technique used PLS v3.0 and SPSS v25 software.

The results of this study indicate that: (1) Job Satisfaction has a significant effect on employee performance at the Central Bureau of Statistics (2) Organizational Commitment has no significant effect on employee performance (3) Motivation is unable to moderate the effect of job satisfaction on employee performance (4) Motivation is not able to moderating the effect of organizational commitment on employee performance.

Keywords: Job Satisfaction, Organizational Commitment, Motivation, and Employee Performance