

THE EFFECT OF ORGANIZATIONAL CULTURE, COMMITMENT, AND EMPLOYEE'S COMPETENCE

(Survey on employees of PDAM in East Priangan)

ABSTRACT

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This study aimed to find out and analyze the influence of organizational culture, organizational commitment, and employee competence on the performance of PDAM employees in East Priangan. The research methods used were descriptive methods and quantitative methods. The research sample was 285 employees of PDAM in East Priangan. The sampling technique used was a proportional random sampling technique. The data collection technique used a survey method using a questionnaire. The research data was in the form of primary and secondary data. The data analysis technique used path analysis. The results of the descriptive analysis showed that the organizational culture, organizational commitment, and employee competence and performance had an outstanding category and the quantitative analysis showed that there is a positive and significant influence on organizational culture, organizational commitment, and competence on the performance of PDAM employees in East Priangan both partially and simultaneously.

Keywords : *organizational culture, organizational commitment, competence, performance, PDAM*

PENGARUH BUDAYA ORGANISASI, KOMITMEN DAN KOMPETENSI TERHADAP KINERJA PEGAWAI

(Survey pada Pegawai PDAM di Priangan Timur)

ABSTRAK

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh budaya organisasi, komitmen organisasi dan kompetensi pegawai terhadap kinerja pegawai PDAM di Priangan Timur. Metode penelitian yang digunakan adalah metode deskriptif dan metode kuantitatif. Sampel penelitian berjumlah 285 orang yang merupakan pegawai dari PDAM di Priangan Timur. Teknik sampling yang digunakan adalah teknik sampling acak proporsional. Teknik pengumpulan data menggunakan metode survey menggunakan angket kuesioner. Data penelitian berupa data primer dan sekunder. Teknik analisis data menggunakan analisis jalur. Hasil analisis deskriptif menunjukkan bahwa gambaran budaya organisasi, komitmen organisasi, dan kompetensi dan kinerja pegawai memiliki kategori sangat baik serta hasil analisis kuantitatif menunjukkan adanya pengaruh positif dan signifikan pada budaya organisasi, komitmen organisasi, dan kompetensi terhadap kinerja pegawai PDAM di Priangan Timur baik secara parsial maupun secara simultan.

Kata kunci : budaya organisasi, komitmen organisasi, kompetensi, kinerja, PDAM