

## **ABSTRAK**

### **PERAN KOMITMEN ORGANISASI TERHADAP PRODUKTIVITAS KERJA DENGAN DISIPLIN SEBAGAI VARIABEL MEDIASI DI KANTOR BADAN KEPEGAWAIAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA (BKPSDM) KABUPATEN CIAMIS**

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis komitmen organisasi, disiplin kerja, produktivitas kerja, dan pengaruh komitmen organisasi terhadap produktivitas kerja dengan disiplin sebagai variabel mediasi di Kantor Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Ciamis. Populasi pada penelitian ini sebanyak 49 orang pegawai. Teknik pengambilan sampel dengan menggunakan teknik sensus. Penelitian ini menggunakan metode pengumpulan data berupa observasi, wawancara, dan kuesioner. Alat analisis data yang digunakan dalam penelitian ini adalah regresi variabel mediasi dengan metode *product of coefficient*. Berdasarkan hasil penelitian diketahui bahwa komitmen organisasi termasuk dalam klasifikasi baik, disiplin kerja termasuk dalam klasifikasi sangat baik, dan produktivitas kerja termasuk dalam klasifikasi sangat baik. Berdasarkan hasil penelitian uji sobel dapat diketahui bahwa disiplin kerja dapat memediasi hubungan kausal antara komitmen organisasi dengan produktivitas kerja pegawai di Kantor Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Ciamis.

Kata kunci: Komitmen Organisasi, Disiplin Kerja, Produktivitas Kerja.

## **ABSTRACT**

### **THE ROLE OF ORGANIZATIONAL COMMITMENT TO WORK PRODUCTIVITY WITH DISCIPLINE AS A MEDIATION VARIABLE IN THE OFFICE OF THE PERSONNEL AND HUMAN RESOURCES DEVELOPMENT AGENCY (BKPSDM) IN CIAMIS REGENCY**

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*The objective of this research was to determine and analyze organizational commitment, work discipline, work productivity, and the effect of organizational commitment on work productivity with discipline as a mediating variable in the Office of the Civil Service and Human Resources Development Agency (BKPSDM) in Ciamis Regency. The population in this study were 49 employees. Sampling technique using census techniques. This study uses data collection methods in the form of observation, interviews, and questionnaires. The data analysis tool used in this study is the mediating variable regression with the product of coefficient method. Based on the research results it is known that organizational commitment is included in the good classification, work discipline is included in the very good classification, and work productivity is included in the very good classification. Based on the results of the Sobel test research, it can be seen that work discipline can mediate the causal relationship between organizational commitment and employee work productivity in the Office of the Civil Service and Human Resources Development Agency (BKPSDM) of Ciamis Regency.*

*Keywords: Organizational Commitment, Work Discipline, Work Productivity.*