

ABSTRACT

**THE INFLUENCE OF GOOD GOVERNANCE AND ORGANIZATIONAL
CULTURE
ON EMPLOYEE PERFORMANCE THROUGH
ORGANIZATIONAL COMMITMENT AS AN INTERVENING VARIABLE
(Survey of Echelon IV Employees of Tasikmalaya City Regional Apparatus Organizations)**

By

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The objectives of this research is to analyze the influence of good governance and organizational culture on the organizational commitment of Echelon IV employees in the Tasikmalaya City Regional Apparatus Organization Environment. The influence of good governance, organizational culture and organizational commitment on the performance of Echelon IV employees in the Tasikmalaya City Regional Apparatus Organization Environment. The influence of good governance and organizational culture on employee performance through the organizational commitment of Echelon IV employees in the Tasikmalaya City Regional Apparatus Organization Environment. The object of this study is Echelon IV employees in the Tasikmalaya City Regional Apparatus Organization Environment. This research is quantitative with a census approach, using primary data. The analysis technique uses partial least square - structural equation model (PLS-SEM). The results of this test prove that good governance and organizational culture have a positive effect on organizational commitment. Good governance, organizational culture and organizational commitment have a positive effect on employee performance. And organizational commitment is able to mediate the influence of good governance and organizational culture positively and significantly on the performance of Echelon IV employees in the Tasikmalaya City Regional Apparatus Organization Environment.

Keywords: *Good Governance, Organizational Culture, Organizational Commitment, Employee Performance.*

ABSTRAK

PENGARUH *GOOD GOVERNANCE* DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI MELALUI KOMITMEN ORGANISASI SEBAGAI VARIABEL INTERVENING (Survey pada Pegawai Eselon IV Organisasi Perangkat Daerah Kota Tasikmalaya)

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Tujuan penelitian ini adalah untuk menganalisis Pengaruh *good governance* dan budaya organisasi terhadap komitmen organisasi pegawai Eselon IV di Lingkungan Organisasi Perangkat Daerah Kota Tasikmalaya. Pengaruh *good governance*, budaya organisasi dan komitmen organisasi terhadap kinerja pegawai Eselon IV di Lingkungan Organisasi Perangkat Daerah Kota Tasikmalaya. Pengaruh *good governance* dan budaya organisasi terhadap kinerja pegawai melalui komitmen organisasi pegawai Eselon IV di Lingkungan Organisasi Perangkat Daerah Kota Tasikmalaya. Objek penelitian ini adalah pegawai Eselon IV di Lingkungan Organisasi Perangkat Daerah Kota Tasikmalaya. Penelitian ini berjenis kuantitatif dengan pendekatan sensus, menggunakan data primer. Teknik analisis menggunakan *partial least square – structural equation model* (PLS-SEM). Hasil pengujian ini membuktikan bahwa *good governance* dan budaya organisasi berpengaruh positif terhadap komitmen organisasi. *Good governance*, budaya organisasi dan komitmen organisasi berpengaruh positif terhadap kinerja pegawai. Serta komitmen organisasi mampu memediasi pengaruh *good governance* dan budaya organisasi secara positif dan signifikan terhadap kinerja pegawai Eselon IV di Lingkungan Organisasi Perangkat Daerah Kota Tasikmalaya.

Kata kunci: *Good Governance*, Budaya Organisasi, Komitmen Organisasi, Kinerja Pegawai.