

## ABSTRAK

**Sobirin, NIM. 8156124002. Pengaruh Budaya Organisasi, Komitmen Organisasi, Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Pelaksana Diklat di Provinsi Sumatera Utara. Disertasi, Program Doktor Manajemen Pendidikan, Universitas Negeri Medan, 2023.**

Tujuan penelitian ini adalah untuk mendapatkan data, fakta dan informasi yang sah dan dapat dipercaya yaitu untuk mengetahui pengaruh langsung : (1) budaya organisasi terhadap motivasi kerja; (2) komitmen organisasi terhadap motivasi kerja; (3) disiplin kerja terhadap motivasi kerja; (4) budaya organisasi terhadap kinerja; (5) komitmen organisasi terhadap kinerja; (6) disiplin kerja terhadap kinerja; (7) motivasi kerja terhadap kinerja, serta pengaruh tidak langsung : (8) budaya organisasi terhadap kinerja melalui motivasi kerja; (9) komitmen organisasi terhadap kinerja melalui motivasi kerja; (10) disiplin kerja terhadap kinerja melalui motivasi kerja. Penelitian ini menggunakan penjelasan kausal dalam bentuk survey. Populasi dari penelitian ini seluruh pelaksana kediklatan di Pemerintah Provinsi Sumatera Utara sebanyak 221 orang dan 142 menjadi sampel yang diambil berdasarkan metode proporsional random sampel. Data kuesioner dikumpulkan kemudian dianalisis secara statistik menggunakan analisis jalur, dengan menggunakan Program SPSS. Temuan penelitian ini menunjukkan : (1) bahwa budaya organisasi berpengaruh langsung positif terhadap motivasi kerja; (2) komitmen organisasi berpengaruh langsung positif terhadap motivasi kerja; (3) disiplin kerja berpengaruh langsung positif terhadap motivasi kerja; (4) budaya organisasi berpengaruh langsung positif terhadap kinerja; (5) komitmen organisasi berpengaruh langsung positif terhadap kinerja; (6) disiplin kerja berpengaruh langsung positif terhadap kinerja; (7) motivasi kerja berpengaruh langsung positif terhadap kinerja, serta pengaruh tidak langsung : (8) budaya organisasi berpengaruh tidak langsung positif terhadap kinerja melalui motivasi kerja; (9) komitmen organisasi berpengaruh tidak langsung positif terhadap kinerja melalui motivasi kerja; (10) disiplin kerja berpengaruh tidak langsung positif terhadap kinerja melalui motivasi kerja. Berdasarkan temuan, dapat disimpulkan bahwa untuk meningkatkan kinerja pelaksana diklat harus lebih memperhatikan faktor-faktor yaitu : budaya organisasi, komitmen organisasi, disiplin kerja dan motivasi kerja.

**Kata Kunci :** budaya organisasi, komitmen organisasi, disiplin kerja, motivasi kerja dan kinerja

## ABSTRACT

*Sobirin, NIM. 8156124002. The Influence of Organizational Culture, Organizational Commitment, Work Discipline and Work Motivation on the Performance of Training Implementer in North Sumatera Province. Dissertation, Education Management Doctoral Program, State University of Medan, 2023.*

*The purpose of this study to obtain data, facts and information valid and reliable that is to determine the direct effect: (1) organizational culture on work motivation; (2) organizational commitment to work motivation; (3) work discipline on work motivation; (4) organizational culture on performance; (5) organizational commitment to performance; (6) work discipline on performance; (7) work motivation on performance, as well as indirect influence: (8) organizational culture on performance through work motivation; (9) organizational commitment to performance through work motivation; (10) work discipline on performance through work motivation. This research uses causal explanatory in the form of survey. The population of this study are all implementers of sincerity in North Sumatera Provincial Government as much as 221 people and 142 of them become the sample taken based on the method of proportional random sample. Data were collected through questionnaires using path analysis, then analyzed statistically by using SPSS Program. The findings of this study indicate: (1) that organizational culture has a direct positive effect on work motivation; (2) organizational commitment has a direct positive effect on work motivation; (3) work discipline has a direct positive effect on work motivation; (4) organizational culture has a direct positive effect on performance; (5) organizational commitment has a direct positive effect on performance; (6) work discipline has a direct positive effect on performance; (7) work motivation has a direct positive effect on performance, as well as indirect influence: (8) organizational culture have positive indirect effect on performance through work motivation; (9) organizational commitment has a positive indirect effect on performance through work motivation; (10) work discipline has a positive indirect effect on performance through work motivation. Based on the findings, it can be concluded that to improve the performance of the education and training implementers, they must pay more attention to the factors, namely: organizational culture, organizational commitment, work discipline and work motivation.*

**Keywords:** *organizational culture, organizational commitment, work discipline, work motivation and performance*