

ABSTRAK

Indah Febiola Fransiska Panggabean, Nim 7203510016, “Pengaruh Lingkungan Kerja dan Komitmen Organisasi Terhadap Kinerja Pegawai Kantor Kementerian Agama Tapanuli Selatan”. Skripsi Jurusan Manajemen, Program Studi Manajemen, Fakultas Ekonomi Universitas Negeri Medan.

Penelitian ini bertujuan untuk mengetahui Pengaruh Lingkungan Kerja dan Komitmen Organisasi Terhadap Kinerja Pegawai Kantor Kementerian Agama Tapanuli Selatan. Penelitian ini dilakukan di Kantor Kementerian Agama Tapanuli Selatan. Sampel dalam penelitian ini berjumlah 58 responden dengan teknik *total sampling*. Teknik pengumpulan data yang digunakan melalui kuesioner dengan pengukuran skala likert. Teknik analisis data dalam penelitian ini menggunakan analisis data *Partial Least Square Path Modeling* (PLS PM) dengan bantuan aplikasi SmartPLS 4.0 dengan pendekatan *Structural Equation Model* (SEM) dengan melakukan pengujian outer model, inner model dan hipotesis. Hasil dari penelitian ini menunjukkan bahwa Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai dan Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Berdasarkan koefisien determinasi diperoleh nilai *R Square* 0,870 atau 87%, nilai ini menunjukkan bahwa sebesar 87% variabel kinerja pegawai dapat dijelaskan oleh lingkungan kerja dan komitmen organisasi dan sisanya 13% dipengaruhi oleh variabel lain yang tidak dijelaskan dalam penelitian ini.

Kata Kunci : Lingkungan Kerja, Komitmen Organisasi, Kinerja Pegawai

ABSTRACT

Indah Febiola Fransiska Panggabean, Nim 7203510016, “The Influence of Work Environment and Organizational Commitment on Employee Performance at the South Tapanuli Ministry of Religious Affairs Office”. Management Department Thesis, Management Study Program, Faculty of Economics, Medan State University

This research aims to determine the Influence of Work Environment and Organizational Commitment on the Performance of Employees at the Ministry of Religious Affairs Office in South Tapanuli. This research was conducted at the Ministry of Religious Affairs Office in South Tapanuli. The sample in this study consisted of 58 respondents using the total sampling technique. The data collection technique used a questionnaire with a Likert scale measurement. The data analysis technique in this study used Partial Least Square Path Modeling (PLS-PM) analysis with the help of the SmartPLS 4.0 application using a Structural Equation Model (SEM) approach by conducting outer model, inner model, and hypothesis testing. The results of this study indicate that the Work Environment has a positive and significant effect on Employee Performance and Organizational Commitment has a positive and significant effect on Employee Performance. Based on the coefficient of determination, an R-Square value of 0.870 or 87% was obtained, this value indicates that 87% of the employee performance variable can be explained by the work environment and organizational commitment, and the remaining 13% is influenced by other variables not explained in this study.

Keywords: Work Environment, Organizational Commitment, Employee Performance