

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui secara langsung maupun tidak langsung pengaruh penghargaan dan sanksi dan pelatihan terhadap kinerja pegawai melalui komitmen organisasi sebagai Variabel intervening pada Badan Dinas Lingkungan Hidup dan Perhubungan Kabupaten Bondowoso. Jumlah sampel penelitian ini adalah 171. Teknik analisis yang digunakan adalah Structural Equation Model (SEM) dengan menggunakan WarpPLS 5.0. Hasil analisis data menunjukkan bahwa variabel penghargaan dan sanksi berpengaruh signifikan terhadap komitmen organisasi, pelatihan berpengaruh signifikan terhadap komitmen organisasi, penghargaan dan sanksi berpengaruh signifikan terhadap kinerja pegawai, pelatihan berpengaruh signifikan terhadap kinerja pegawai, komitmen organisasi berpengaruh signifikan terhadap kinerja pegawai. Secara tidak langsung penghargaan dan sanksi serta pelatihan berpengaruh signifikan terhadap kinerja pegawai melalui komitmen organisasi

Kata Kunci : Penghargaan dan sanksi, Pelatihan, Komitmen organisasi dan Kinerja pegawai



ABSTRACT

The purpose of this study was to determine directly or indirectly the effect of rewards and punishments and training on employee performance through organizational commitment as an intervening variable at the Bondowoso Regency Environmental and Transportation Agency. The number of samples in this study was 171. The analytical technique used was the Structural Equation Model (SEM) using WarpPLS 5.0. The results of data analysis show that the variable rewards and punishments have a significant effect on organizational commitment, training has a significant effect on organizational commitment, rewards and punishments have a significant effect on employee performance, training has a significant effect on employee performance, organizational commitment has a significant effect on employee performance. Indirectly rewards and punishments as well as training have a significant effect on employee performance through organizational commitment

Keywords: Rewards and punishments, training, organizational commitment and employee performance

