

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan budaya organisasi terhadap kinerja melalui disiplin kerja sebagai variabel intervening pada pegawai Dinas Koperasi Dan Usaha Mikro Kabupaten Jember. Jumlah sample dalam penelitian ini adalah 55 dengan teknik sampling jenuh. Metode analisis data yang digunakan dalam penelitian ini adalah Structural Equation Modelling (SEM) menggunakan WarpPLS 5.0. Hasil analisis menunjukkan bahwa motivasi dan budaya organisasi memiliki pengaruh signifikan terhadap disiplin dan kinerja baik secara langsung maupun tidak langsung. Hasil dari analisis menunjukkan nilai koefisien determinasi atau *R square* sebesar 0,790, dari hasil tersebut berarti seluruh variabel bebas (motivasi kerja, budaya organisasi dan disiplin kerja) mempunyai kontribusi sebesar 79,0% terhadap variabel terikat (kinerja pegawai), dan sisanya sebesar 21,0% dipengaruhi oleh faktor-faktor lain yang tidak masuk dalam penelitian.

Keywords: motivasi, budaya organisasi, kinerja, disiplin kerja



ABSTRACT

Organizational Citizenship Behavior (OCB) plays an important role in increasing the creativity, effectiveness, and efficiency of an institution or organization. One indicator that can be used to see OCB behavior is employee commitment to the organization or institution where they work. In addition, organizational culture can also determine the success of creating OCB as a common consensus for organizational progress. The purpose of this study was to analyze the positive and significant effect of work commitment and work culture on organizational citizenship behavior (OCB) through job satisfaction of high school teachers throughout Jember Regency. The research approach used in this study is a quantitative approach, with the data source used in this study being primary data using Variance-based SEM or Partial Least Square (SEM-PLS) testing. Primary data was obtained from direct questionnaire answers from respondents which would be sent to all Muhammadiyah high school teachers in Jember Regency. Based on the results of the study indicate that work commitment and organizational culture have a positive and significant effect on organizational citizenship behavior (OCB) through job satisfaction of high school teachers throughout Jember Regency.

Keywords: work commitment, organizational culture, Organizational Citizenship Behavior, job satisfaction

