

ABSTRAK

Penelitian ini dilatar belakangi oleh fenomena kinerja Badan Kepegawaian Daerah Kabupaten Lumajang tidak mencapai target yang telah ditentukan. Serta masih ditemukan bukti empiris terkait variabel pengukur kinerja yang masih tidak konsisten. Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pelatihan, kompetensi dan komitmen terhadap kinerja pegawai melalui disiplin kerja sebagai variabel intervening. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan teknik *Structural Equation Modeling* (SEM). Jumlah populasi dan sample dalam penelitian ini adalah 80 dengan teknik penentuan sampel adalah sampling jenuh (sensus). Hasil penelitian membuktikan bahwa pelatihan berpengaruh signifikan terhadap disiplin kerja. Kompetensi berpengaruh signifikan terhadap disiplin kerja. Komitmen berpengaruh signifikan terhadap disiplin kerja. Pelatihan berpengaruh signifikan terhadap kinerja pegawai. kompetensi berpengaruh signifikan terhadap kinerja pegawai. Komitmen berpengaruh signifikan terhadap kinerja pegawai. Disiplin kerja berpengaruh signifikan terhadap kinerja pegawai. Pelatihan berpengaruh signifikan terhadap kinerja pegawai melalui disiplin kerja. Kompetensi berpengaruh signifikan terhadap kinerja pegawai melalui disiplin kerja. Komitmen berpengaruh signifikan terhadap kinerja pegawai melalui disiplin kerja

Kata kunci: Pelatihan, disiplin, komitmen, disiplin kerja dan kinerja pegawai

ABSTRACT

This research was motivated by the phenomenon that the Lumajang Regency Regional Civil Service Agency's performance did not reach the predetermined targets. And there is still empirical evidence related to performance measuring variables that is still inconsistent. The aim of this research is to determine and analyze training, competency and commitment to employee performance through work discipline as an intervening variable. The research method used is descriptive and verification using Structural Equation Modeling (SEM) techniques. The total population and sample in this study was 80 with the sampling technique being saturated sampling (census). The research results prove that training has a significant effect on work discipline. Competence has a significant effect on work discipline. Commitment has a significant effect on work discipline. Training has a significant effect on employee performance. Competency has a significant effect on employee performance. Commitment has a significant effect on employee performance. Work discipline has a significant effect on employee performance. Training has a significant effect on employee performance through work discipline. Competency has a significant effect on employee performance through work discipline. Commitment has a significant effect on employee performance through work discipline

Key words: *Training, discipline, commitment, work discipline and employee performance*