

ABSTRAK

Penelitian ini mengkaji pengaruh komitmen organisasional, budaya organisasi, dan etos kerja terhadap kinerja karyawan di Bank BTN Syariah KCS Jember. Penelitian ini dilatarbelakangi oleh perbedaan pola kerja antar karyawan, dimana sebagian dari mereka masih mengandalkan bantuan rekan kerja untuk menyelesaikan tanggung jawab pribadi. Peningkatan signifikan volume pekerjaan akibat program strategis daerah tidak diimbangi dengan penambahan jumlah pegawai, sehingga beban kerja menjadi tinggi dan berlapis. Kondisi ini menunjukkan kurangnya internalisasi nilai-nilai kerja profesional dalam budaya organisasi. Metode yang digunakan penelitian adalah kuantitatif dengan pengumpulan data melalui kuesioner yang disebarakan kepada seluruh karyawan Bank BTN Syariah KCS Jember yaitu 40 karyawan. Hasil penelitian menunjukkan bahwa 1) komitmen organisasional (X1) bernilai signifikansi $< 0,05$ artinya variabel komitmen organisasioanl (X1) berpengaruh signifikan terhadap kinerja karyawan, 2) variabel budaya organisasi (X2) bernilai signifikansi $< 0,05$ artinya budaya organisasi (X2) berpengaruh signifikan terhadap kinerja karyawan, 3) variabel etos kerja (X3) bernilai signifikansi $< 0,05$ artinya variabel etos kerja berpengaruh signifikan terhadap kinerja karyawan. Hal ini berarti bahwa 88,6 % perubahan variabel yang diamati dapat dijelaskan oleh variabel komitmen organisasional, budaya organisasi, dan etos kerja, sedangkan sisanya 12% dijelaskan oleh variabel lain di luar model.

Kata kunci : Komitmen organisasional, budaya organisasi dan etos kerja terhadap kinerja karyawan.

ABSTRACT

This study examines the influence of organizational commitment, organizational culture, and work ethic on employee performance at Bank BTN Syariah KCS Jember. This research is motivated by differences in work patterns among employees, where some of them still rely on the help of colleagues to complete personal responsibilities. The significant increase in work volume due to regional strategic programs is not balanced by an increase in the number of employees, resulting in a high and layered workload. This condition indicates a lack of internalization of professional work values within the organizational culture. The method used in this study is quantitative with data collection through questionnaires distributed to all 40 employees of Bank BTN Syariah KCS Jember. The results of the study indicate that 1) organizational commitment (X1) significance value <0.05 means that the organizational commitment variable (X1) has a significant effect on employee performance, 2) organizational culture variable (X2) significance value <0.05 means that organizational culture (X2) has a significant effect on employee performance, 3) work ethic variable (X3) significance value <0.05 means that the work ethic variable has a significant effect on employee performance. This means that 88.6% of the observed variable changes can be explained by the organizational commitment, organizational culture, and work ethic variables, while the remaining 12% is explained by other variables outside the model.

Keywords: Human resources management, organizational commitment, organizational culture, and work ethic on employee performance.