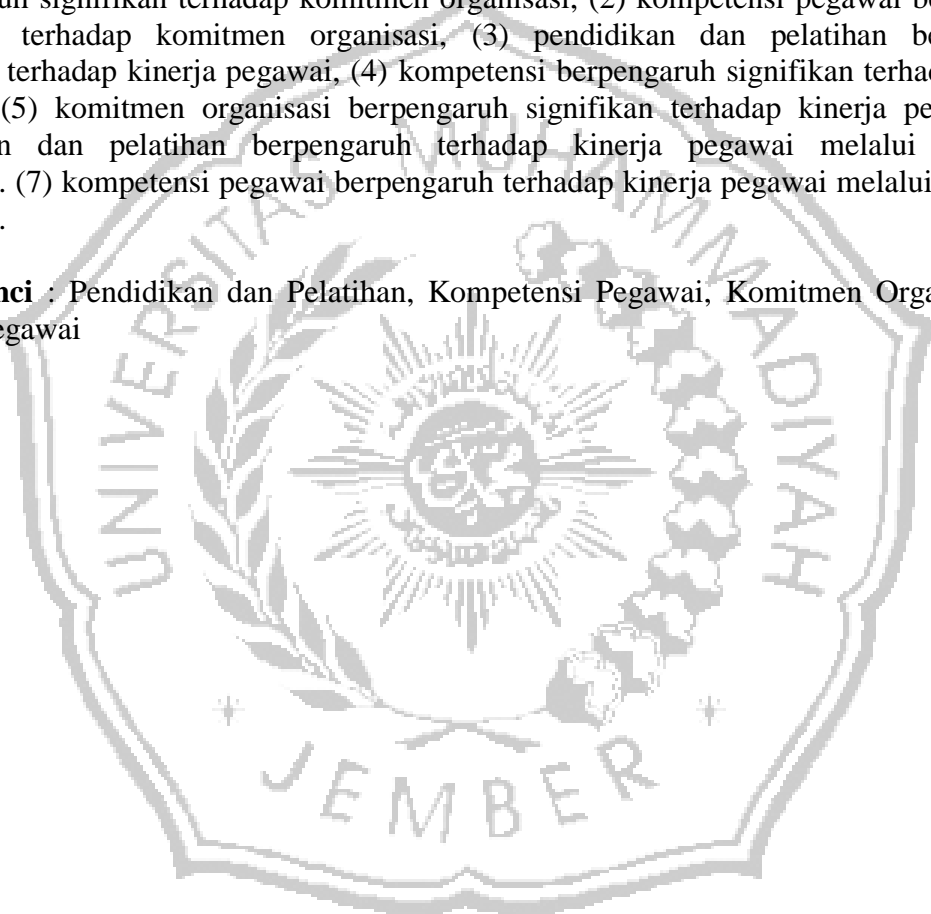


ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui secara langsung maupun tidak langsung pengaruh pendidikan dan pelatihan serta kompetensi pegawai terhadap kinerja pegawai melalui komitmen organisasi sebagai variabel intervening pada peserta diklat Pim III dan IV tahun 2018-2019 Kabupaten Bondowoso. Penelitian ini menggunakan metode penelitian deskriptif dan kuantitatif. Populasi penelitian ini adalah peserta diklat Pim III dan IV tahun 2018-2019 Kabupaten Bondowoso. Jumlah sampel sebanyak 120 orang pegawai dengan metode pengambilan sampel menggunakan teknik sampling jenuh (sensus). Teknik analisis yang digunakan adalah *Structural Equation Model (SEM)* dengan menggunakan WarpPLS 5.0. Hasil analisis data menunjukkan bahwa (1) pendidikan dan pelatihan berpengaruh signifikan terhadap komitmen organisasi, (2) kompetensi pegawai berpengaruh signifikan terhadap komitmen organisasi, (3) pendidikan dan pelatihan berpengaruh signifikan terhadap kinerja pegawai, (4) kompetensi berpengaruh signifikan terhadap kinerja pegawai, (5) komitmen organisasi berpengaruh signifikan terhadap kinerja pegawai. (6) pendidikan dan pelatihan berpengaruh terhadap kinerja pegawai melalui komitmen organisasi. (7) kompetensi pegawai berpengaruh terhadap kinerja pegawai melalui komitmen organisasi.

Kata Kunci : Pendidikan dan Pelatihan, Kompetensi Pegawai, Komitmen Organisasi dan Kinerja Pegawai



ABSTRACT

The purpose of this study was to determine directly or indirectly the effect of education and training and employee competence on employee performance through organizational commitment as an intervening variable in the participants of PIM III and IV training in 2018-2019 Bondowoso Regency. This study used descriptive and quantitative research methods. The population of this study was the participants of PIM III and IV training in 2018-2019 Bondowoso Regency. The number of samples of this study was 120 employees with the sampling method using saturated sampling technique (census). The analysis technique used was the Structural Equation Model (SEM) using WarpPLS 5.0. The results of data analysis showed that (1) education and training had a significant effect on organizational commitment, (2) employee competence had a significant effect on organizational commitment, (3) education and training had a significant effect on employee performance, (4) employee competence had a significant effect on employee performance, (5) organizational commitment has a significant effect on employee performance. (6) education and training affect employee performance through organizational commitment. (7) employee competence influences employee performance through organizational commitment.

Keywords: *Education and Training, Employee Competence, Organizational Commitment and Employee Performance*

