

## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui secara langsung maupun tidak langsung pengaruh lingkungan kerja dan kompetensi terhadap kinerja pegawai melalui komitmen organisasi sebagai variabel intervening pada Pegawai Dinas Kebudayaan dan Pariwisata Kabupaten Banyuwangi. Jumlah sampel penelitian ini adalah 87. Teknik analisis yang digunakan adalah *Structural Equation Model* (SEM) dengan menggunakan WarpPLS 5.0. Hasil analisis data menunjukkan bahwa (1) variabel lingkungan kerja berpengaruh signifikan terhadap komitmen organisasi. (2) Kompetensi pegawai berpengaruh signifikan terhadap komitmen organisasi. (3) Lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai. (4) Kompetensi pegawai berpengaruh signifikan terhadap kinerja pegawai. (5) Komitmen organisasi berpengaruh signifikan terhadap kinerja pegawai. (6) Secara tidak langsung lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai melalui komitmen organisasi. (7) Secara tidak langsung kompetensi pegawai berpengaruh signifikan terhadap kinerja pegawai melalui komitmen organisasi.

**Kata Kunci :** Lingkungan kerja, Kompetensi pegawai, Komitmen organisasi dan Kinerja pegawai.



## ABSTRACT

*The purpose of this study was to determine directly or indirectly the influence of the work environment and competence on employee performance through organizational commitment as an intervening variable in the Banyuwangi District Culture and Tourism Employee. The number of samples of this study was 87. The analysis technique used was the Structural Equation Model (SEM) using WarpPLS 5.0. The results of data analysis show that (1) the work environment variable has a significant effect on organizational commitment. (2) Employee competence has a significant effect on organizational commitment. (3) The work environment has a significant effect on employee performance. (4) Employee competence has a significant effect on employee performance. (5) Organizational commitment has a significant effect on employee performance. (6) The work environment indirectly has a significant effect on employee performance through organizational commitment. (7) Indirectly employee competencies significantly influence employee performance through organizational commitment*

*Keywords: Work environment, employee competence, organizational commitment and employee performance*

