

## ABSTRAK

Kinerja memiliki peran yang sangat penting dalam suatu organisasi, sehingga setiap organisasi harus melakukan berbagai upaya untuk mempertahankan kinerja pegawai, bahkan meningkatkan kinerja tersebut. Kinerja dipengaruhi oleh beberapa faktor antara lain pendidikan dan pelatihan (diklat) dan adalah komitmen organisasi. Tidak tercapainya target capaian kinerja Pejabat Struktural Pemerintah Kabupaten Banyuwangi selama tahun 2015 sampai dengan 2019 menyebabkan tujuan organisasi belum optimal. Penelitian ini bertujuan untuk menganalisis: 1) Pengaruh Pendidikan dan Pelatihan (DIKLAT) terhadap kinerja pejabat struktural PNS Kabupaten Banyuwangi, 2) Pengaruh komitmen organisasi terhadap kinerja pejabat struktural PNS Kabupaten Banyuwangi, 3) Pengaruh Pendidikan dan Pelatihan (DIKLAT) terhadap motivasi pejabat struktural PNS Kabupaten Banyuwangi, 4) Pengaruh komitmen organisasi terhadap motivasi pejabat struktural PNS Kabupaten Banyuwangi. 5) Pengaruh motivasi terhadap kinerja pejabat struktural PNS Kabupaten Banyuwangi. 6) Pengaruh Pendidikan dan Pelatihan (DIKLAT) melalui motivasi terhadap kinerja pejabat struktural PNS Kabupaten Banyuwangi. 7) Pengaruh komitmen organisasi melalui motivasi terhadap kinerja pejabat struktural PNS Kabupaten Banyuwangi. Sampel penelitian ini ditetapkan dengan menggunakan Teknik *Probability Sampling* dengan sampel Pejabat Struktural PNS Banyuwangi sebanyak 136 responden. Selanjutnya, metode analisis data yang digunakan adalah software *Smart PLS versi 3.0*. Hasil penelitian menunjukkan 1) Pendidikan dan Pelatihan (DIKLAT) berpengaruh signifikan terhadap kinerja pegawai, 2) komitmen organisasi berpengaruh signifikan terhadap kinerja pegawai, 3) Pendidikan dan Pelatihan (DIKLAT) berpengaruh signifikan terhadap motivasi, 4) komitmen organisasi berpengaruh signifikan terhadap motivasi, 5) motivasi berpengaruh signifikan terhadap kinerja, 6) Pendidikan dan Pelatihan (DIKLAT) melalui motivasi berpengaruh tidak langsung yang signifikan terhadap kinerja, 7) komitmen organisasi melalui motivasi berpengaruh tidak langsung yang signifikan terhadap kinerja.

Kata kunci : Pendidikan dan Pelatihan (DIKLAT) , komitmen organisasi, motivasi, kinerja

## **ABSTRACT**

*Performance has a very important role in an organization, so that every organization must make various efforts to maintain employee performance, even improve that performance. performance is influenced by several factors, including education and training (diklat) and organizational commitment. The failure to achieve the targets for the achievement of the Structural Officials of the Banyuwangi Regency Government during 2015 to 2019 has resulted in not optimal organizational goals. This study aims to analyze: 1) The effect of education and training on the performance of structural civil servants in Banyuwangi Regency, 2) The influence of organizational commitment on the performance of structural civil servants in Banyuwangi Regency, 3) The effect of training on the motivation of structural officials of PNS in Banyuwangi Regency, 4) The influence of organizational commitment on motivation structural civil servants of Banyuwangi Regency. 5) The influence of motivation on the performance of structural civil servants in Banyuwangi Regency. 6) The influence of training through motivation on the performance of structural officials of PNS of Banyuwangi Regency. 7) The influence of organizational commitment through motivation on the performance of structural civil servants of Banyuwangi Regency. The research sample was determined using the Probability Sampling Technique with a sample of Banyuwangi Civil Servant Structural Officials as many as 136 respondents. Furthermore, the data analysis method used was Smart PLS version 3.0 software. The results show 1) training has a significant effect on employee performance, 2) organizational commitment has a significant effect on employee performance, 3) training has a significant effect on motivation, 4) organizational commitment has a significant effect on motivation, 5) motivation has a significant effect on performance, 6) training has a significant effect on motivation. through motivation has a significant indirect effect on performance, 7) organizational commitment through motivation has a significant indirect effect on performance.*

*Keywords: training, organizational commitment, motivation, performance*