

ABSTRAK

Penelitian ini dilatarbelakangi oleh pentingnya peningkatan kinerja pegawai dalam mendukung tercapainya tujuan organisasi pada Dinas Pendidikan Kabupaten Bondowoso. Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi dan integritas terhadap kinerja pegawai melalui budaya organisasi sebagai variabel intervening. Metode yang digunakan adalah kuantitatif dengan pendekatan deskriptif. Data diperoleh melalui observasi, kuesioner, dan studi kepustakaan, dengan data primer berasal dari jawaban responden dan data sekunder dari dokumen serta literatur. Populasi penelitian adalah seluruh pegawai Dinas Pendidikan Kabupaten Bondowoso sebanyak 85 orang, dan seluruh populasi dijadikan sampel melalui teknik sampling jenuh. Analisis data dilakukan menggunakan Structural Equation Modeling dengan bantuan SmartPLS. Hasil penelitian menunjukkan bahwa kompetensi dan integritas berpengaruh positif dan signifikan terhadap kinerja pegawai, kompetensi dan integritas juga berpengaruh positif dan signifikan terhadap budaya organisasi, serta budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai. Selain itu, budaya organisasi terbukti memediasi pengaruh kompetensi dan integritas terhadap kinerja pegawai. Temuan ini menegaskan pentingnya pengembangan kompetensi, integritas, dan budaya kerja dalam meningkatkan kualitas pelayanan.

Kata kunci: kompetensi, integritas, budaya organisasi, kinerja pegawai

ABSTRAK

This research is motivated by the importance of improving employee performance in supporting the achievement of organizational goals at the Bondowoso Regency Education Office. This study aims to analyze the influence of competence and integrity on employee performance through organizational culture as an intervening variable. The method used is quantitative with a descriptive approach. Data were obtained through observation, questionnaires, and literature studies, with primary data coming from respondents' answers and secondary data from documents and literature. The research population is all employees of the Bondowoso Regency Education Office as many as 85 people, and the entire population is sampled through saturated sampling techniques. Data analysis was carried out using Structural Equation Modeling with the help of SmartPLS. The results of the study show that competence and integrity have a positive and significant effect on employee performance, competence and integrity also have a positive and significant effect on organizational culture, and organizational culture has a positive and significant effect on employee performance. In addition, organizational culture has been proven to mediate the influence of competence and integrity on employee performance. These findings affirm the importance of developing competence, integrity, and work culture in improving service quality.

Keywords: competence, integrity, organizational culture, employee performance