

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja, kompensasi, dan lingkungan kerja terhadap kinerja amal zakat pada lembaga zakat di Kota Pasuruan dengan komitmen organisasi sebagai variabel intervening. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi penelitian terdiri atas amal zakat pada lima lembaga zakat di Kota Pasuruan, yaitu BAZNAS Kota Pasuruan, Yatim Mandiri, LAZISMU, LAZISNU, dan Dompot Quran. Data dikumpulkan melalui penyebaran kuesioner kepada 154 responden dan dianalisis menggunakan metode *Structural Equation Modeling–Partial Least Squares* (SEM-PLS) dengan bantuan perangkat lunak WarpPLS 5.0. Hasil penelitian menunjukkan bahwa motivasi kerja tidak berpengaruh signifikan terhadap komitmen organisasi maupun kinerja amal zakat. Kompensasi juga tidak berpengaruh signifikan terhadap komitmen organisasi maupun kinerja amal zakat. Sebaliknya, lingkungan kerja berpengaruh positif dan signifikan terhadap komitmen organisasi serta kinerja amal zakat. Selain itu, komitmen organisasi terbukti berpengaruh positif dan signifikan terhadap kinerja amal zakat. Hasil analisis mediasi menunjukkan bahwa komitmen organisasi tidak mampu memediasi pengaruh motivasi kerja terhadap kinerja amal zakat maupun pengaruh kompensasi terhadap kinerja amal zakat. Namun demikian, komitmen organisasi terbukti mampu memediasi secara signifikan pengaruh lingkungan kerja terhadap kinerja amal zakat. Temuan penelitian ini menunjukkan bahwa lingkungan kerja merupakan faktor yang paling dominan dalam meningkatkan komitmen organisasi dan kinerja amal zakat pada lembaga zakat di Kota Pasuruan. Oleh karena itu, lembaga zakat perlu memprioritaskan pengembangan lingkungan kerja yang kondusif, aman, nyaman, dan mendukung produktivitas kerja guna memperkuat komitmen organisasi serta meningkatkan kinerja amal zakat secara optimal.

Kata Kunci: Motivasi Kerja, Kompensasi, Lingkungan Kerja, Komitmen Organisasi, Kinerja Amal Zakat, Lembaga Zakat.

ABSTRACT

*This study aims to analyze the effects of work motivation, compensation, and work environment on the performance of amil zakat at zakat institutions in Pasuruan City, with organizational commitment serving as an intervening variable. A quantitative approach with a survey method was employed in this study. The research population consisted of *amil zakat* from five zakat institutions in Pasuruan City, namely BAZNAS Pasuruan City, Yatim Mandiri, LAZISMU, LAZISNU, and Dompot Quran. Data were collected through questionnaires administered to 154 respondents and analyzed using the Structural Equation Modeling–Partial Least Squares (SEM-PLS) approach with WarpPLS 5.0 software. The findings indicate that work motivation does not have a significant effect on either organizational commitment or the performance of amil zakat. Likewise, compensation does not significantly affect organizational commitment or the performance of amil zakat. In contrast, the work environment has a positive and significant effect on both organizational commitment and the performance of amil zakat. Furthermore, organizational commitment has a positive and significant effect on the performance of amil zakat. The mediation analysis reveals that organizational commitment does not mediate the relationship between work motivation and the performance of amil zakat, nor the relationship between compensation and the performance of amil zakat. However, organizational commitment significantly mediates the effect of the work environment on the performance of amil zakat. The results suggest that the work environment is the most influential factor in enhancing both organizational commitment and the performance of amil zakat at zakat institutions in Pasuruan City. Therefore, zakat institutions should prioritize the development of a supportive, safe, and conducive work environment to strengthen organizational commitment and improve the performance of amil zakat effectively.*

Keywords: Work Motivation, Compensation, Work Environment, Organizational Commitment, Amil Zakat Performance, Zakat Institutions.