

PENGARUH PEMBERDAYAAN, MOTIVASI KERJA, DAN KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN DI AN-NAJAH EDUCATION CENTER

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Abstrak

Tesis berjudul “Pengaruh Pemberdayaan, Motivasi, dan Komitmen Organisasi terhadap Kinerja Karyawan di Annajah Education Center” mengambil penelitian di lokasi lingkungan pendidikan islam bernama An-najah Education Center di bawah Naungan Yayasan Keluarga Besar An-najah. Di lingkungan An-najah Education Center dengan populasi 141 orang karyawan yang terdiri dari karyawan tetap dan karyawan tidak tetap. Untuk penarikan sampel dengan menggunakan metode Slovin maka diperoleh sebanyak 104 sampel. Hasil penelitian pemberdayaan, Motivasi, dan komitmen berpengaruh secara simultan dan parsial pada kinerja pegawai. Pengaruh Komitmen Organisasi lebih besar dibandingkan dengan Pemberdayaan dan Motivasi Kerja. Dari Uji Eviews dengan melihat F-test, didapat F hitung lebih besardari F tabel. Probabilitas jauh lebih kecil dari probabilitas maka model regresi dapat digunakan untuk memprediksi Kinerja.

Kata Kunci: Pemberdayaan, Motivasi Kerja, Komitmen Organisasi dan Kinerja

EFFECT OF EMPOWERMENT, WORK MOTIVATION, AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE AT AN-NAJAH EDUCATION CENTER

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Abstract

The thesis entitled "The Influence of Empowerment, Motivation, and Organizational Commitment on Employee Performance at Annajah Education Center" took the research at the location of an Islamic education environment called An-Najah Education Center under the auspices of the An-Najah Family Foundation. The An-Najah Education Center has a population of 141 employees consisting of permanent employees and temporary employees. For sampling using the Slovin method, 104 samples were obtained. The results of the research on empowerment, motivation, and commitment have a simultaneous and partial effect on employee performance. The influence of Organizational Commitment is greater than Empowerment and Work Motivation. From the Eviews Test by looking at the F-test, it was found that the calculated F was greater than the F table. The probability is much smaller than the probability then the regression model can be used to predict performance.

Keywords: Empowerment, Work Motivation, Organizational Commitment and Performance