

PENGARUH KETERLIBATAN KERJA DAN IKLIM ORGANISASI TERHADAP KOMITMEN DAN DAMPAKNYA TERHADAP PRESTASI KERJA PEGAWAI DIREKTORAT JENDERAL POTENSI PERTAHANAN KEMENTERIAN PERTAHANAN

R. Totok Yus wiyanto

Abstrak

Penelitian ini dilakukan untuk menganalisis pengaruh Keterlibatan kerja, Iklim organisasi dan Komitmen organisasi terhadap Prestasi kerja pegawai di Ditjen Potan Kemhan. Sampel penelitian yang digunakan adalah dua ratus pegawai. Pengumpulan data menggunakan kuesioner yang dianalisis menggunakan *Structural Equation Model (SEM)* untuk melihat hubungan antar variabelnya.

Hasil penelitian menunjukkan bahwa keterlibatan kerja memiliki pengaruh signifikan terhadap iklim organisasi karena nilai signifikansinya (0,033) kurang dari 0,005 dengan nilai *critical ratio* sebesar 2,138. Kemudian, keterlibatan kerja juga memiliki pengaruh signifikan terhadap komitmen karena nilai signifikansinya (0,003) kurang dari 0,005 dengan nilai *critical ratio* sebesar 3,008. Sementara, iklim organisasi memiliki pengaruh signifikan terhadap iklim organisasi karena nilai signifikansinya (0,000) kurang dari 0,005 dengan nilai *critical ratio* sebesar 3,268. Akan tetapi, iklim organisasi tidak memiliki pengaruh signifikan terhadap prestasi kerja karena nilai signifikansinya (0,033) lebih besar dari 0,005 dengan nilai *critical ratio* sebesar -1,054. Terakhir, komitmen juga memiliki pengaruh signifikan terhadap prestasi kerja karena nilai signifikansinya (0,000) kurang dari 0,005 dengan nilai *critical ratio* sebesar 3,498.

Dari hasil penelitian tersebut dapat disimpulkan juga bahwa komitmen organisasi menunjukkan pengaruh positif terhadap prestasi kerja, sementara keterlibatan kerja dan iklim organisasi menunjukkan pengaruh tidak langsung terhadap prestasi kerja pegawai, melalui komitmen organisasi.

Kata kunci: Keterlibatan kerja, Iklim organisasi, Komitmen organisasi dan Prestasi kerja Pegawai

***THE INFLUENCE OF WORK ENGAGEMENT,
ORGANIZATIONAL CLIMATE, COMMITMENT AND ITS
IMPACT ON EMPLOYEE JOB PERFORMANCE AT THE
DIRECTORATE GENERAL OF DEFENCE POTENTIAL,
MINISTRY OF DEFENCE***

R. Totok Yuswiyanto

Abstract

This study was conducted to analyze the effect of work engagement, organizational climate and organizational commitment on employee work performance in the Directorate General of Defense Potential Ministry of Defense. The research sample is two hundred employees. Method of collecting data using questionnaires then to be analyzed with Structural Equation Model (SEM) to identify the relationship between variables.

Result from the research showed that work engagement has significant impact to organizational climate as its significance value (0.033) is less than 0.005 with critical ratio as 2.138. Then, work engagement has significant impact to commitment as its significance value (0.003) is less than 0.005 with critical ratio as 3.008. Meanwhile, organizational climate has significant impact to commitment as its significance value (0.000) is less than 0.005 with critical ratio as 3.268. But, organizational climate does not indicate significant impact to work performance because its significance value (0.301) is higher than 0.005 with critical ratio as -1.054. At last, commitment showed a positive effect on work performance, as its significance value (0.000) is less than 0.005 with critical ratio as 3.498.

From these results it can also be concluded that the commitment showed a positive effect on work performance, while the work engagement and organization climate showed indirect effect on work performance of employees, through commitment.

Keywords: *Work engagement, Organization climate, Organizational climate and Employee Performance*

