

ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh kepemimpinan, motivasi dan komitmen organisasional terhadap kinerja pegawai. Objek penelitian ini adalah pegawai Perum Perhutani Divisi Regional Jawa Tengah. Populasi penelitian ini adalah seluruh pegawai Kantor Perum Perhutani Divisi Regional Jawa Tengah sebanyak 211 pegawai. Teknik pengambilan sample menggunakan purposive sampling sebanyak 113 pegawai. Untuk mendapatkan data primer dengan menggunakan kuesioner dan data sekunder diperoleh dengan menggunakan studi pustaka dan arsip dari Perum Perhutani Divisi Regional Jawa Tengah. Data primer diolah menggunakan Program SPSS versi 22.0. Berdasarkan hasil Uji Instrumen seluruh indikator dinyatakan valid dan seluruh variabel dinyatakan reliabel. Berdasarkan Uji t dan koefisien regresi menunjukkan, bahwa kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai, motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai dan komitmen organisasional tidak berpengaruh terhadap kinerja pegawai pada Perum Perhutani Divisi Regional Jawa Tengah. Penelitian ini memiliki implikasi teoritis dan manajerial.

Kata Kunci : Kinerja Pegawai, Kepemimpinan, Motivasi, dan Komitmen Organisasional.

ABSTRACT

This research was conducted to determine the effect of leadership, motivation and organizational commitment on employee performance. The object of this research is the employee of Perum Perhutani Central Java Regional Division. The population of this research is all employees of the Office of Perhutani of the Central Java Regional Division as many as 211 employees. The sampling technique uses purposive sampling of 113 employees. To obtain primary data using a questionnaire and secondary data obtained using literature and archive studies from the Perum Perhutani Central Java Regional Division. Primary data were processed using the SPSS Program version 22.0 . Based on the results of the Test I instrument all indicators declared valid and all variables declared reliable. Based on t-test and regression coefficient shows that leadership is a significant and positive effect on employee performance, motivation positive and significant impact on employee performance, and organizational commitment has no effect on the performance of employees at the Perum Perhutani Central Java Regional Division. This research has theoretical and managerial implications.

Keywords: Employee Performance, Leadership, Motivation, and Organizational Commitment.