

ABSTRAK
PENGARUH LOYALITAS, KOMPETENSI, DAN MOTIVASI BERPRESTASI
TERHADAP KOMITMEN ORGANISASIONAL KARYAWAN PADA DINAS
PERUMAHAN RAKYAT DAN KAWASAN PERMUKIMAN PROVINSI JAWA
TENGAH

**(Studi pada Karyawan Dinas Perumahan Rakyat dan Kawasan Permukiman Provinsi
Jawa Tengah)**

Rizky Alma Fitania

17.05.51.0061

Tujuan dalam penelitian ini adalah untuk menganalisis pengaruh loyalitas, kompetensi, dan motivasi berprestasi terhadap komitmen organisasional karyawan pada Dinas Perumahan Rakyat dan Kawasan Permukiman Provinsi Jawa Tengah. Metode pengambilan sampel ini menggunakan teknik stratified random sampling dengan membagi karyawan berdasarkan jenis kelamin, umur, Pendidikan terakhir dan lama bekerja. Pengumpulan data penelitian ini dilakukan dengan cara penyebaran kuesioner sebagai instrument penelitian. Kuesioner dibagikan kepada 84 karyawan Dinas Perumahan Rakyat dan Kawasan Permukiman Provinsi Jawa Tengah. Analisis data menggunakan metode regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial variabel loyalitas (X1) berpengaruh positif terhadap komitmen organisasional karyawan pada Dinas Perumahan Rakyat dan Kawasan Permukiman Provinsi Jawa Tengah, variabel kompetensi (X2) berpengaruh positif terhadap komitmen organisasional karyawan pada Dinas Perumahan Rakyat dan Kawasan Permukiman Provinsi Jawa Tengah dan variabel motivasi berprestasi (X3) berpengaruh positif terhadap komitmen organisasional karyawan pada Dinas Perumahan Rakyat dan Kawasan Permukiman Provinsi Jawa Tengah.

Kata kunci : loyalitas, kompetensi, motivasi berprestasi, komitmen organisasional

ABSTRACT

THE EFFECT OF LOYALTY, COMPETENCE, AND ACHIEVEMENT MOTIVATION ON EMPLOYEE ORGANIZATIONAL COMMITMENTS AT THE HOUSING SERVICES AND SETTLEMENT AREA OF CENTRAL JAVA PROVINCE

***(Study on Employees of the Department of Public Housing and Settlement Areas of
Central Java Province)***

Rizky Alma Fitania

17.05.51.0061

The purpose of this study was to analyze the effect of loyalty, competence, and achievement motivation on the organizational commitment of employees at the department of public housing and settlement areas of central java province. This sampling method uses a stratified random sampling technique by dividing employees based on gender, age, last education and length of work. The data collection of this research was carried out by distributing questionnaires as a research instrument. Questionnaires were distributed to 84 employees of the department of public housing and settlement areas of central java province. Data analysis using multiple linear regression method. The results showed that partially the loyalty variable (X1) had a positive effect on the organizational commitment of employees at the public housing and settlement areas of central java province, the competency variable (X2) had a positive effect on the organizational commitment of employees at the public housing and settlement areas office of central java province and the achievement motivation variable (X3) has a positive effect on employee organizational commitment at the public housing and settlement areas of central java province.

Keyword : loyalty, competence, achievement motivation,organizational commitment