

ABSTRACT

(DEA AGUSTIN / 2100861201047 / 2025 / THE EFFECT OF ORGANIZATIONAL COMMITMENT, COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE POPULATION AND CIVIL REGISTRATION SERVICE OF JAMBI CITY / LECTURER I Dr. OSRITA HAPSARA, SE, MM. / LECTURER II MUHAMMAD EMIL, SE, MM.)

Organizational commitment, compensation and work discipline play a very important role in employee performance. Therefore, the purpose of this study is to describe organizational commitment, compensation, work discipline and employee performance at the Population and Civil Registration Service of Jambi City and to analyze the effect of organizational commitment, compensation and work discipline on employee performance at the Population and Civil Registration Service of Jambi City simultaneously and partially.

The research method in this study is descriptive and quantitative. Distribution of questionnaires with the number of samples in this study were all employees at the Population and Civil Registration Service of Jambi City in 2024 as many as 87 people, Data analysis using SPSS Ver 23 and using a multiple linear regression model with the calculation results $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$.

Multiple linear regression model with the results $Y = 1.927 + 0.386X_1 + 0.439X_2 + 0.452X_3 + e$. The regression coefficient of Organizational Commitment (X_1) is 0.386, the regression coefficient of Compensation (X_2) is 0.439 and the regression coefficient of Work Discipline (X_3) is 0.452.

Determination Coefficient = R Square (R^2) of 0.879, this figure states that the variables of Organizational Commitment (X_1), Compensation (X_2) and Work Discipline (X_3) are able to explain the Performance variable (Y) of 87.9% and the remaining 12.1% is explained by other factors not included in this research model such as, Work Motivation, Work Environment, and others.

Organizational Commitment (X_1), Compensation (X_2) and Work Discipline (X_3) simultaneously have a significant effect on the Employee Performance variable (Y). Organizational Commitment (X_1), Compensation (X_2) and Work Discipline (X_3) partially have a positive and significant effect on Employee Performance (Y).

Keywords: Organizational Commitment, Compensation, Work Discipline, Performance

ABSTRAK

(DEA AGUSTIN / 2100861201047 / 2025 / PENGARUH KOMITMEN ORGANISASI, KOMPENSASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI PADA DINAS KEPENDUDUKAN DAN PENCATATAN SIPIL KOTA JAMBI / DOSEN I Dr. OSRITA HAPSARA, SE, MM. / DOSEN II MUHAMMAD EMIL, SE, MM.)

Komitmen organisasi, kompensasi dan disiplin kerja memegang peranan yang sangat penting dalam kinerja pegawai. Oleh karena itu, tujuan penelitian ini adalah untuk mendeskripsikan komitmen organisasi, kompensasi, disiplin kerja dan kinerja pegawai di Dinas Kependudukan dan Pencatatan Sipil Kota Jambi dan menganalisis pengaruh komitmen organisasi, kompensasi dan disiplin kerja terhadap kinerja pegawai di Dinas Kependudukan dan Pencatatan Sipil Kota Jambi secara simultan dan parsial.

Metode penelitian dalam penelitian ini adalah deskriptif dan kuantitatif. Penyebaran kuesioner dengan jumlah sampel dalam penelitian ini adalah seluruh pegawai pada Dinas Kependudukan dan Pencatatan Sipil Kota Jambi tahun 2024 sebanyak 87 orang, Analisis data menggunakan SPSS Ver 23 dan menggunakan model regresi linier berganda dengan hasil perhitungan $Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + e$.

Model regresi linier berganda dengan hasil $Y = 1,927 + 0,386X_1 + 0,439X_2 + 0,452X_3 + e$. Koefisien regresi Komitmen Organisasi (X_1) sebesar 0,386, koefisien regresi Kompensasi (X_2) sebesar 0,439 dan koefisien regresi Disiplin Kerja (X_3) sebesar 0,452.

Koefisien Determinasi = R Square (R^2) sebesar 0,879, angka ini menyatakan bahwa variabel Komitmen Organisasi (X_1), Kompensasi (X_2) dan Disiplin Kerja (X_3) mampu menjelaskan variabel Kinerja (Y) sebesar 87,9% dan sisanya sebesar 12,1% dijelaskan oleh faktor lain yang tidak dimasukkan dalam model penelitian ini seperti, Motivasi Kerja, Lingkungan Kerja, dan lain-lain.

Komitmen Organisasi (X_1), Kompensasi (X_2) dan Disiplin Kerja (X_3) secara simultan berpengaruh signifikan terhadap variabel Kinerja Pegawai (Y). Komitmen Organisasi (X_1), Kompensasi (X_2) dan Disiplin Kerja (X_3) secara parsial berpengaruh positif dan signifikan terhadap Kinerja Pegawai (Y).

Kata Kunci: Komitmen Organisasi, Kompensasi, Disiplin Kerja, Kinerja