

## ABSTRAK

**Parwata, I Putu** (2023), *Kontribusi budaya organisasi, komunikasi organisasi, kompetensi kerja, dan komitmen kerja terhadap kinerja pegawai di lingkungan Undiksha.*

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*Kata-kata kunci:* budaya organisasi, komunikasi organisasi kompetensi kerja, komitmen kerja, dan kinerja pegawai.

Penelitian ini bertujuan untuk 1) menganalisis kontribusi budaya organisasi terhadap kinerja pegawai di lingkungan Undiksha, 2) menganalisis kontribusi komunikasi organisasi terhadap kinerja pegawai di lingkungan Undiksha, 3) menganalisis kontribusi kompetensi kerja terhadap kinerja pegawai di lingkungan Undiksha, 4) menganalisis kontribusi komitmen kerja terhadap kinerja pegawai di lingkungan Undiksha, 5) menganalisis kontribusi budaya organisasi, komunikasi organisasi kompetensi kerja, dan komitmen kerja secara simultan terhadap kinerja pegawai di lingkungan Undiksha. Penelitian ini merupakan penelitian *ex-post-facto*. Populasi pada penelitian ini adalah seluruh Pegawai Administrasi Sipil Negara (ASN) di lingkungan Undiksha yang berjumlah 236 orang pegawai. Sampel penelitian ini sebanyak 148 orang ditentukan menggunakan rumus Solvin dengan *margin of error* 5%. Penunjukan sampel ditentukan dengan teknik sampel acak sederhana (*Simple random sampling*). Pengumpulan data dengan menggunakan kuesioner dan analisis data dilakukan dengan teknik regresi sederhana, regresi ganda, dan korelasi parsial dengan bantuan aplikasi SPSS. Adapun hasil penelitian menunjukkan bahwa: 1) terdapat kontribusi yang signifikan budaya organisasi terhadap kinerja pegawai di lingkungan Undiksha sebesar 24,1%, 2) terdapat kontribusi yang signifikan komunikasi organisasi terhadap kinerja pegawai di lingkungan Undiksha sebesar 24,8%, 3) terdapat kontribusi yang signifikan kompetensi kerja terhadap kinerja pegawai di lingkungan Undiksha sebesar 37,2%, 4) terdapat kontribusi yang signifikan komitmen kerja terhadap kinerja pegawai di lingkungan Undiksha sebesar 32,8%, dan 5) secara simultan, terdapat kontribusi yang signifikan budaya organisasi, komunikasi organisasi, kompetensi kerja, dan komitmen kerja terhadap kinerja pegawai di lingkungan Undiksha sebesar 51%.

## ABSTRACT

Parwata, I Putu (2023), *Contribution of organizational culture, organizational communication, work competence, work commitment to employee performance in the Undiksha environment.*

Thesis, Educational Administration, Postgraduate, Ganesha University of Education

This thesis has been approved and corrected by supervisor I: Prof. Dr. I Gusti Ayu Purnamawati, S.E., M.Si., Ak., And Supervisor II. Dr. Basilius Redan Werang, S.S., S.Sos., JCL

**Keywords** : organizational culture, communication, competence, commitment, performance

This study aims to 1) analyze the contribution of organizational culture to employee performance in Undiksha, 2) analyze the contribution of organizational communication to employee performance in Undiksha, 3) analyze the contribution of work competence to employee performance in Undiksha, 4) analyze the contribution of work commitment to employee performance in the Undiksha environment, 5) analyzing the contribution of organizational culture, organizational communication of work competence, and work commitment simultaneously to the performance of employees in the Undiksha environment. This research is an ex-post-facto research. The population in this study were all State Civil Administration Employees (ASN) at Undiksha, totaling 236 employees. The sample of this research was 148 people determined using the Solvin formula with a margin of error of 5%. The designation of the sample was determined by simple random sampling technique. Data collection using a questionnaire and data analysis was carried out using simple regression techniques, multiple regression, and partial correlation with the help of the SPSS application. The results of the study show that: 1) there is a significant contribution of organizational culture to employee performance in the Undiksha environment of 24.1%, 2) there is a significant contribution of organizational communication to employee performance in the Undiksha environment of 24.8%, 3) there is a significant contribution significant contribution of work competence to employee performance in the Undiksha environment of 37.2%, 4) there is a significant contribution of work commitment to employee performance in the Undiksha environment of 32.8%, and 5) simultaneously, there is a significant contribution to organizational culture, communication organization, work competence, and work commitment to employee performance in the Undiksha environment by 51%.