

ABSTRAK

Budi Juniantari, Putu (2023), Pengaruh Kesesuaian Peran Kerja dan Komitmen Organisasi terhadap Kinerja pada Pegawai Pemerintah Daerah Kabupaten di Provinsi Bali, Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci : kesesuaian peran kerja, komitmen organisasi, kinerja

Penelitian ini bertujuan untuk mengetahui (1) pengaruh yang signifikan kesesuaian peran kerja terhadap kinerja pegawai; (2) pengaruh yang signifikan komitmen organisasi terhadap kinerja pegawai; (3) pengaruh yang signifikan kesesuaian peran kerja dan komitmen organisasi terhadap kinerja pegawai pemerintah daerah kabupaten di Provinsi Bali. Populasi dalam penelitian ini adalah pegawai yang berstatus Pegawai Negeri Sipil di pemerintah daerah kabupaten di Provinsi Bali, kemudian besarnya unit sampel adalah empat pemerintah daerah kabupaten. Empat pemerintah daerah kabupaten yang terpilih secara random adalah Pemerintah Daerah Kabupaten Buleleng, Bangli, Gianyar, dan Karangasem. Ukuran sampel yang melebihi ukuran minimal akan lebih mengungkapkan karakteristik populasi. Dalam penelitian ini ukuran sampel adalah 140 orang responden atau 25,69% dari populasi. Penelitian ini dilakukan dalam bentuk penelitian *expost facto*. Data dalam penelitian ini dikumpulkan dengan kuesioner komponen kesesuaian peran kerja, komitmen organisasi, dan kinerja pegawai. Data dianalisis dengan menggunakan uji regresi linear sederhana dan uji regresi linear berganda. Hasil penelitian menunjukkan bahwa terdapat pengaruh kesesuaian peran kerja terhadap kinerja pegawai pemerintah daerah kabupaten di Provinsi Bali dengan koefisien determinasi = 0,751. Dalam hubungan antara komitmen organisasi dan kinerja pegawai ditemukan bahwa terdapat pengaruh komitmen organisasi terhadap kinerja pegawai dengan hasil koefisien determinasi = 0,598. Sementara itu, hasil $R_y = 0,941$ menunjukkan bahwa terdapat pengaruh simultan antara kesesuaian peran kerja dan komitmen organisasi terhadap kinerja pegawai pada pegawai pemerintah daerah kabupaten di Provinsi Bali. Kesesuaian peran kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pemerintah daerah kabupaten di Provinsi Bali. Hal ini ditunjukkan dari koefisien determinasi $P_{yx_1} = 0,751$. Kemudian, komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai pemerintah daerah kabupaten di Provinsi Bali. Hal ini ditunjukkan dari koefisien determinasi $P_{yx_2} = 0,598$. Terdapat pengaruh signifikan secara simultan antara kesesuaian peran kerja dan komitmen organisasi yang disediakan terhadap kinerja pegawai pada pegawai pemerintah daerah kabupaten di Provinsi Bali. Hal ini ditunjukkan melalui hasil koefisien determinasi $R_{yx_1 x_2} = 0,941$.

ABSTRACT

Budi Juniantari, Putu (2023), The Influence of Work Role Suitability and Organizational Commitment on Performance of Regency Local Government Employees in Bali Province, Thesis, Management Science, Postgraduate Program, Ganesha University of Education.

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Key words: suitability of work roles, organizational commitment, performance

This study aims to determine (1) the significant effect of job role suitability on employee performance; (2) the significant influence of organizational commitment on employee performance; (3) the significant influence of work role suitability and organizational commitment on the performance of district government employees in the Province of Bali. The population in this study were employees with the status of Civil Servants in the regency local government in Bali Province, then the size of the sample unit was the four district regional governments. The four district governments that were randomly selected were the District Governments of Buleleng, Bangli, Gianyar, and Karangasem. Sample sizes that exceed the minimum size will reveal more characteristics of the population. In this study the sample size was 140 respondents or 25.69% of the population. This research was conducted in the form of ex post facto research. The data in this study were collected using a questionnaire on the components of suitability for work roles, organizational commitment and employee performance. Data were analyzed using simple linear regression test and multiple linear regression test. The results showed that there was an influence of work role suitability on the performance of district government employees in Bali Province with a coefficient of determination = 0.751. In the relationship between organizational commitment and employee performance it was found that there was an influence of organizational commitment on employee performance with a coefficient of determination = 0.598. Meanwhile, the results of $R_y = 0.941$ indicate that there is a simultaneous influence between work role suitability and organizational commitment on employee performance in district government employees in the Province of Bali. Appropriateness of work roles has a positive and significant effect on the performance of district government employees in the Province of Bali. This is shown from the coefficient of determination $P_{yx_1} = 0.751$. Then, organizational commitment has a positive and significant effect on the performance of district government employees in the Province of Bali. This is shown from the coefficient of determination $P_{yx_2} = 0.598$. There is a simultaneous significant influence between work role suitability and organizational commitment provided on employee performance in district government employees in the Province of Bali. This is shown by the results of the coefficient of determination $R_{yx_1 x_2} = 0.941$.