

**PENGARUH SADHU KERTI, CATUR KOTAMANING NRPATI, INTEGRITAS
TERHADAP KINERJA DENGAN VARIABEL MEDIATOR KOMITMEN
ORGANISASIONAL PADA GURU PAUD
DI KOTA MATARAM TAHUN 2024**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Pengaruh *Sadhu Kerti*, *Catur Kotamaning Nrpatri*, integritas terhadap kinerja dengan variabel mediator Komitmen Organisasional pada Guru PAUD di Kota Mataram. Penelitian ini menggunakan desain kuantitatif *ex-post facto* dengan populasi sebanyak 780 Guru PAUD dan sampel sebanyak 304 orang. Penentuan sampel menggunakan teknik *stratified proporsional random sampling*, sedangkan pengambilan individu sampel menggunakan teknik undian. Data untuk semua variabel penelitian dikumpulkan dengan kuesioner skala Likert dan data hasil penelitian dianalisis dengan analisis statistik deskriptif dan statistik multivariat model persamaan struktural (*Structural Equation Modeling-SEM*). Hasil penelitian menemukan bahwa: (1) secara deskriptif kuantitatif semua variabel dinyatakan cenderung sangat baik, (2) model teoretik hubungan antar variabel eksogen dan endogen dinyatakan terbukti secara empirik, (3) *Sadhu Kerti* dan Integritas berpengaruh secara langsung positif dan signifikan terhadap komitmen organisasional (4) sedangkan *Catur Kotamaning Nrpatri* tidak berpengaruh signifikan terhadap komitmen organisasional. (5) *Sadhu Kerti*, *Catur Kotamaning Nrpatri*, Integritas dan Komitmen Organisasional berpengaruh secara langsung positif dan signifikan terhadap kinerja guru PAUD. (6) Komitmen organisasi berfungsi signifikan sebagai pemediasi dalam pengaruh terhadap kinerja Guru PAUD. Temuan penelitian mengindikasikan pentingnya penerapan *Sadhu Kerti*, *Catur Kotamaning Nrpatri*, mendorong Integritas, membangun komitmen organisasional untuk meningkatkan kinerja guru PAUD dan kualitas pendidikan di Kota Mataram.

Kata-kata kunci: *sadhu kerti*; *catur kotamaning nrpati*; integritas; komitmen organisasional; kinerja.

THE INFLUENCE OF SADHU KERTI, CATUR KOTAMANING NRPATI, AND INTEGRITY ON PERFORMANCE WITH ORGANIZATIONAL COMMITMENT AS A MEDIATING VARIABLE AMONG EARLY CHILDHOOD EDUCATION (PAUD) TEACHERS IN MATARAM CITY IN 2024

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ABSTRACT

This study aims to examine the influence of Sadhu Kerti, Catur Kotamaning Nrpatri, and integrity on performance, with organizational commitment as a mediating variable, among Early Childhood Education (PAUD) teachers in Mataram City. The research adopts an ex-post facto quantitative design with a population of 780 PAUD teachers and a sample of 304 participants. The sample was determined using stratified proportional random sampling, while individual sample selection was conducted by lottery. Data for all research variables were collected using a Likert-scale questionnaire, and the data analysis was conducted using descriptive statistics and multivariate analysis with a structural equation model (SEM). The study's findings indicate that: (1) quantitatively descriptive results suggest that all variables are rated very highly; (2) the theoretical model of relationships between exogenous and endogenous variables is empirically validated; (3) Sadhu Kerti and integrity have a direct, positive, and significant influence on organizational commitment; (4) however, Catur Kotamaning Nrpatri does not have a significant effect on organizational commitment; (5) Sadhu Kerti, Catur Kotamaning Nrpatri, integrity, and organizational commitment all have a direct, positive, and significant influence on PAUD teacher performance; (6) organizational commitment significantly functions as a mediator in the influence on PAUD teacher performance. These findings indicate the importance of implementing Sadhu Kerti and Catur Kotamaning Nrpatri, promoting integrity, and fostering organizational commitment to enhance PAUD teacher performance and the quality of education in Mataram City.

Keywords: sadhu kerti; catur kotamaning nrpatri; integrity; organizational commitment; Performance.