

ABSTRAK

Pramarta, Nyoman Adi (2025), Pengaruh Komitmen dan Beban Kerja terhadap Kinerja Penyelenggaraan Pilkada pada PPS dan Sekretariat PPS di Kecamatan Buleleng dengan Modal Psikologis sebagai Variabel Pemoderasi. Tesis, Program Studi Magister Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: komitmen, beban kerja, kinerja, modal psikologis

Penelitian ini bertujuan untuk menganalisis: (1) pengaruh komitmen terhadap kinerja PPS dan sekretariat PPS di Kecamatan Buleleng, (2) pengaruh beban kerja terhadap kinerja PPS dan sekretariat PPS di Kecamatan Buleleng, (3) modal psikologis memoderasi pengaruh antara komitmen terhadap kinerja PPS dan sekretariat PPS di Kecamatan Buleleng, dan (4) modal psikologis memoderasi pengaruh antara beban kerja terhadap kinerja PPS dan sekretariat PPS di Kecamatan Buleleng. Populasi penelitian ini adalah seluruh anggota PPS dan sekretariat PPS di Kecamatan Buleleng yaitu sebanyak 174 orang. Penentuan sampel penelitian dengan sampel jenuh, yaitu seluruh populasi tersebut dipergunakan sebagai sampel. Data dikumpulkan dengan kuesioner. Data dianalisis dengan SEM PLS. Hasil penelitian menunjukkan bahwa (1) komitmen berpengaruh positif terhadap kinerja PPS dan sekretariat PPS di Kecamatan Buleleng, (2) beban kerja berpengaruh negatif terhadap kinerja PPS dan sekretariat PPS di Kecamatan Buleleng, (3) modal psikologis memoderasi pengaruh antara komitmen terhadap kinerja PPS dan sekretariat PPS di Kecamatan Buleleng, dan (4) modal psikologis memoderasi pengaruh antara beban kerja terhadap kinerja PPS dan sekretariat PPS di Kecamatan Buleleng.

ABSTRACT

Pramarta, Nyoman Adi (2025), *The Influence of Commitment and Workload on the Performance of Election Organizers at PPS and PPS Secretariats in Buleleng District with Psychological Capital as a Moderating Variable*. Thesis. Management Science, Postgraduate Program, Ganesha University of Education.

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Keywords: commitment, workload, performance, psychological capital

This study aims to analyze: (1) the effect of commitment on the performance of PPS and PPS Secretariat members in Buleleng District, (2) the effect of workload on the performance of PPS and PPS Secretariat members in Buleleng District, (3) the moderating role of psychological capital in the relationship between commitment and performance of PPS and PPS Secretariat members in Buleleng District, and (4) the moderating role of psychological capital in the relationship between workload and performance of PPS and PPS Secretariat members in Buleleng District. The population of this study consists of all PPS and PPS Secretariat members in Buleleng District, totaling 174 individuals. The sampling technique used is the saturated sample method, whereby the entire population is used as the sample. Data were collected using a questionnaire and analyzed using SEM-PLS. The results showed that (1) commitment has a positive effect on the performance of PPS and PPS Secretariat members in Buleleng District, (2) workload has a negative effect on performance, (3) psychological capital moderates the relationship between commitment and performance, and (4) psychological capital also moderates the relationship between workload and performance.