

## ABSTRAK

Putri, Putu Marendra Dina Ashita (2026), Peran Komitmen Organisasi dalam Memediasi Kepemimpinan dan Iklim Kerja terhadap Kinerja Karyawan di PT PLN Nusa Daya UL Ketapang. Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: komitmen organisasi, kepemimpinan, iklim kerja, kinerja karyawan

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan dan iklim kerja terhadap kinerja karyawan yang dimediasi oleh komitmen organisasi. Penelitian ini menggunakan pendekatan kuantitatif serta pengumpulan data melalui survey dengan penyebaran kuesioner. Populasi dalam penelitian ini adalah seluruh karyawan PT PLN Nusa Daya UL Ketapang yang berjumlah 395 orang. Penentuan sampel menggunakan probability sampling dengan teknik simple random sampling dan diperoleh sebanyak 199 responden berdasarkan perhitungan rumus Slovin. Sebelum digunakan, instrumen penelitian diuji kepada 30 responden di luar sampel untuk memastikan validitas dan reliabilitas. Hasil pengujian menunjukkan seluruh item pernyataan valid dan reliabel sehingga layak digunakan dalam penelitian. Analisis data menggunakan metode *Structural Equation Model* (SEM) berbasis *Partial Least Square* (PLS) dengan bantuan aplikasi SmartPLS 3. Evaluasi model dilakukan melalui pengujian outer model dan inner model serta uji mediasi menggunakan *Variance Accounted For* (VAF). Hasil penelitian menunjukkan bahwa kepemimpinan dan iklim kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Kepemimpinan dan iklim kerja juga berpengaruh positif dan signifikan terhadap komitmen organisasi. Selain itu, komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan serta mampu memediasi pengaruh kepemimpinan dan iklim kerja terhadap kinerja karyawan.

## ABSTRACT

Putri, Putu Marenda Dina Ashita (2026), *The Role of Organizational Commitment in Mediating Leadership and Work Climate on Employee Performance at PT PLN Nusa Daya UL Ketapang*. Thesis, Management Science, Postgraduate Program, Ganesha University of Education.

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Keywords: organizational commitment, leadership, work climate, employee performance.

This study aims to examine the effect of leadership and work climate on employee performance, with organizational commitment acting as a mediating variable. A quantitative approach was employed, and data were collected through a survey using questionnaires. The population of this study consisted of all 395 employees of PT PLN Nusa Daya UL Ketapang. The sample was determined using a probability sampling method with a simple random sampling technique, resulting in 199 respondents based on Slovin's formula. Prior to data collection, the research instrument was tested on 30 respondents outside the sample to ensure its validity and reliability. The results of the testing indicated that all questionnaire items were valid and reliable, making them suitable for use in this study. Data analysis was conducted using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS) with the assistance of SmartPLS 3 software. Model evaluation was performed through outer model and inner model assessments, as well as mediation testing using the Variance Accounted For (VAF) approach. The results of the study indicate that leadership and work climate have a positive and significant effect on employee performance. In addition, leadership and work climate also have a positive and significant effect on organizational commitment. Furthermore, organizational commitment has a positive and significant effect on employee performance and is able to mediate the relationship between leadership, work climate, and employee performance.