

**PERAN KOMITMEN ORGANISASIONAL PADA PENGARUH DISIPLIN
KERJA TERHADAP KINERJA PEGAWAI BADAN PERENCANAAN
PEMBANGUNAN DAERAH KABUPATEN BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis peran komitmen organisasional sebagai variabel mediasi dalam hubungan antara disiplin kerja dan kinerja pegawai pada Badan Perencanaan Pembangunan Daerah (Bappeda) Kabupaten Buleleng. Penelitian dilatarbelakangi oleh pentingnya pengelolaan sumber daya manusia dalam mendukung pencapaian tujuan organisasi. Di lingkungan Bappeda Kabupaten Buleleng, pelaksanaan disiplin kerja masih menghadapi berbagai kendala. Meskipun demikian, pegawai tetap dituntut mampu mempertahankan kinerja yang optimal melalui komitmen organisasional yang kuat terhadap organisasi. Penelitian ini menggunakan pendekatan kuantitatif dengan desain kausal. Data penelitian dikumpulkan melalui penyebaran kuesioner terstruktur yang telah memenuhi persyaratan validitas dan reliabilitas. Instrumen tersebut diberikan kepada 92 pegawai aktif Bappeda Kabupaten Buleleng sebagai responden penelitian. Selanjutnya, data dianalisis menggunakan teknik *path analysis* dengan bantuan program SPSS 32.0 *for Windows*. Hasil penelitian menunjukkan bahwa disiplin kerja secara langsung berpengaruh negatif dan signifikan terhadap kinerja pegawai. Sebaliknya, komitmen organisasional terbukti berpengaruh positif dan signifikan terhadap kinerja pegawai. Selain itu, disiplin kerja juga memberikan pengaruh positif dan signifikan terhadap komitmen organisasional. Hasil pengujian mediasi memperlihatkan bahwa komitmen organisasional secara signifikan mampu memediasi pengaruh disiplin kerja terhadap kinerja pegawai. Berdasarkan temuan tersebut, penelitian selanjutnya disarankan untuk memperluas cakupan penelitian dengan melibatkan jumlah responden yang lebih besar, lokasi penelitian yang lebih beragam, serta menambahkan variabel lain yang diduga memengaruhi kinerja pegawai, seperti kepemimpinan, kepuasan kerja, dan budaya organisasi.

Kata Kunci: disiplin kerja, kinerja, komitmen organisasional.

***THE ROLE OF ORGANIZATIONAL COMMITMENT IN THE INFLUENCE
OF WORK DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES OF
THE BULELENG REGENCY REGIONAL DEVELOPMENT PLANNING
AGENCY***

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ABSTRACT

This study aims to analyze the role of organizational commitment as a mediating variable in the relationship between work discipline and employee performance at the Regional Development Planning Agency (Bappeda) of Buleleng Regency. The study was motivated by the importance of human resource management in supporting the achievement of organizational goals. At Bappeda of Buleleng Regency, the implementation of work discipline continues to encounter various challenges. Nevertheless, employees are expected to maintain optimal performance through a strong commitment to the organization. This study employed a causal quantitative research design. The research data were collected through a structured questionnaire that had met the validity and reliability requirements. The questionnaire was administered to 92 active employees of Bappeda of Buleleng Regency as the research respondents. Subsequently, the data were analyzed using path analysis with the assistance of SPSS version 32.0 for Windows. The findings indicate that work discipline has a negative and significant direct effect on employee performance. In contrast, organizational commitment has a positive and significant effect on employee performance. Furthermore, work discipline has a positive and significant effect on organizational commitment. The mediation analysis also demonstrates that organizational commitment significantly mediates the relationship between work discipline and employee performance. Based on these findings, future studies are recommended to expand the scope of the research by involving a larger number of respondents, conducting studies in more diverse research settings, and incorporating additional variables that may influence employee performance, such as leadership, job satisfaction, and organizational culture.

Keywords: *work discipline, performance, organizational commitment*