

ABSTRACT

SUNARYO (2022), *The Influence of Job Satisfaction and Organizational Commitment on Employees' Performance at the Population and Civil Registration Office of Ogan Komering Ulu Regency*. Under the guidance of Nazipawati, S.E., M.Si. and RR. Dimas Veronica Priharti, S.E., M.M. This research discussed the Influence of Job Satisfaction and Organizational Commitment on Employees' Performance at the Population and Civil Registration Office of Ogan Komering Ulu Regency. The population in this study was 45 employees of the Office of Population and Civil Registration of Ogan Komering Ulu Regency. The analytical method used was quantitative method using Multiple Linear Regression analysis tool.

Based on the results of the analysis explaining the *t* count of each variable Job Satisfaction (*X1*) was 3.373 and Organizational Commitment (*X2*) was 4.069, which was greater than the *t*-table value of 2.01808 which stated that all variables had a significant influence on the performance of the Population and Civil Registration Office of Ogan Komering Ulu Regency. The calculated *F* value of 31.590 was greater than the *F* table of 3.22 which stated that together Job Satisfaction and Organizational Commitment influenced the Performance of the Population and Civil Registration Office of Ogan Komering Ulu Regency. The value of the coefficient of determination (*R Square*) of 0.601 meant that in this case the contribution of the influence of Job Satisfaction and Organizational Commitment to Employees' Performance was 60.1%, while the remaining 39.9% was influenced by other variables not included in this study, namely ability and expertise, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, work environment, loyalty, and work discipline (Kasmir, 2016: 189)

Keywords: *Job Satisfaction, Organizational Commitment, Employees' Performance.*

ABSTRAK

SUNARYO (2022), Pengaruh Kepuasan Kerja dan Komitmen Organisasi Terhadap Kinerja Pegawai Kantor Dinas Kependudukan dan Pencatatan Sipil Kabupaten Ogan Komering Ulu. Skripsi dibawah bimbingan Nazipawati, S.E., M.Si. dan RR. Dimas Veronica Priharti, S.E., M.M. Skripsi ini membahas tentang Pengaruh Kepuasan Kerja dan Komitmen Organisasi Terhadap Kinerja Pegawai Kantor Dinas Kependudukan dan Pencatatan Sipil Kabupaten Ogan Komering Ulu. Populasi dalam penelitian ini adalah 45 Pegawai Kantor Dinas Kependudukan dan Pencatatan Sipil Kabupaten Ogan Komering Ulu. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda.

Berdasarkan hasil analisis menjelaskan t hitung masing-masing variabel Kepuasan Kerja (X_1) sebesar 3,373 dan Komitmen Organisasi (X_2) sebesar 4,069 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,01808 menyatakan seluruh variabel berpengaruh signifikan Terhadap Kinerja Pegawai Kantor Dinas Kependudukan dan Pencatatan Sipil Kabupaten Ogan Komering Ulu. Nilai F hitung sebesar 31,590 lebih besar dari F tabel sebesar 3,22 menyatakan bahwa secara bersama-sama Kepuasan Kerja dan Komitmen Organisasi Terhadap Kinerja Pegawai Kantor Dinas Kependudukan dan Pencatatan Sipil Kabupaten Ogan Komering Ulu. Nilai koefisien determinasi (R Square) sebesar 0,601 artinya dalam hal ini sumbangan Pengaruh Kepuasan Kerja dan Komitmen Organisasi Terhadap Kinerja Pegawai sebesar 60,1%, Sedangkan sisanya sebesar 39,9% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam penelitian ini yaitu kemampuan dan keahlian, pengetahuan, rancangan kerja, kepribadian, motivasi kerja, kepemimpinan, gaya kepemimpinan, budaya organisasi, lingkungan kerja sekitar, loyalitas, dan disiplin kerja (Kasmir, 2016:189)

Kata Kunci : Kepuasan Kerja, Komitmen Organisasi, Kinerja Pegawai