

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh komitmen organisasi terhadap kinerja pegawai, (2) pengaruh semangat kerja terhadap kinerja pegawai, (3) pengaruh kepuasan kerja terhadap kinerja pegawai. (4) pengaruh budaya organisasi terhadap kinerja pegawai, dan (5) pengaruh kompensasi terhadap kinerja pegawai

Jenis penelitian dalam penelitian ini adalah korelasional. Populasi pada penelitian ini adalah seluruh Pegawai Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Batang. Teknik pengambilan sampel menggunakan sampel jenuh dengan jumlah sampel sebanyak 83 orang. Teknik pengumpulan data menggunakan kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data yang digunakan untuk menjawab hipotesis adalah regresi berganda.

Hasil penelitian ini menunjukkan bahwa: (1) terdapat pengaruh positif dan signifikan komitmen organisasi terhadap kinerja pegawai, (2) terdapat pengaruh positif dan semangat kerja terhadap kinerja pegawai, (3) terdapat pengaruh positif dan signifikan kepuasan kerja terhadap kinerja pegawai, (4) terdapat pengaruh positif dan signifikan budaya organisasi terhadap kinerja pegawai, dan (5) terdapat pengaruh positif dan signifikan kompensasi terhadap kinerja pegawai

**Kata kunci: Komitmen Organisasi, Semangat Kerja, Kepuasan Kerja, Budaya Organisasi, Kompensasi dan Kinerja Pegawai**

## ABSTRACT

*This study aims to determined: (1) effect of organisational commitment on employee performance, (2) the effect of employee morale on employee performance, (3) the effect of job satisfaction employee performance and (4) effect of organisational culture on employee performance. and (5) effect of compentation on employee performance.*

*This type of research in this study was a correlation. The population in this study was that all employee of Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Batang. The sampling technique used sampling method with a sample size of 83 people. Data collection techniques using questionnaires that have been tested for validity and reliability. Data analysis techniques used to answer the hypothesis was multiple regression.*

*The results of this study indicate that: (1) there was positive and significant effect of organisational commitment on employee performance, (2) there was positive and significant effect of employee morale on employee performance, (3) there was positive and significant effect of job satisfaction influence on employee performance, (4) there was positive and significant effect of organisational culture influence on employee performance, and (5) there was positive and significant effect of compentation influence on employee performance*

**Key Words :** *Organisational Commitment, Employee Morale, Job Satisfaction, Organisational Culture, Compentation and Employee Performer*