

ABSTRAK

SYIFA FAUZIA HANNANI, Pengaruh Komitmen Organisasi dan Budaya organisasi Terhadap Kinerja Karyawan Melalui Motivasi Sebagai Variabel Intervening di PT Gallery Alam Property. Di bawah bimbingan, ADI MUSHARIANTO.

Penelitian ini bertujuan untuk menganalisis pengaruh komitmen organisasi, budaya organisasi, dan motivasi terhadap kinerja karyawan di PT Gallery Alam Property, dengan motivasi sebagai variabel intervening. Pendekatan kuantitatif digunakan dalam penelitian ini, dengan pengumpulan data melalui survei terhadap karyawan. Analisis data dilakukan menggunakan metode statistik untuk menguji hubungan antar variabel. Hasil penelitian menunjukkan bahwa komitmen organisasi dan budaya organisasi berpengaruh signifikan terhadap kinerja karyawan, baik secara langsung maupun melalui motivasi sebagai variabel intervening. Penelitian ini menegaskan pentingnya komitmen dan budaya organisasi dalam meningkatkan kinerja karyawan serta peran motivasi sebagai faktor penengah dalam hubungan tersebut.

Kata kunci: *Komitmen Organisasi, Budaya Organisasi, Motivasi, Kinerja Karyawan, Variabel Intervening.*



ABSTRACT

SYIFA FAUZIA HANNANI, *The Influence of Organizational Commitment and Organizational Culture on Employee Performance Through Motivation as an Intervening Variable at PT Gallery Alam Property*. Supervised by ADI MUSHARIANTO.

This study aims to analyze the influence of organizational commitment, organizational culture, and motivation on employee performance at PT Gallery Alam Property, with motivation as an intervening variable. A quantitative approach was used in this study, with data collection conducted through surveys of employees. Data analysis was performed using statistical methods to examine the relationships between the variables. The results of the study indicate that organizational commitment and organizational culture significantly influence employee performance, both directly and through motivation as an intervening variable. This research underscores the importance of organizational commitment and culture in enhancing employee performance, as well as the role of motivation as a mediating factor in this relationship.

Keywords: *Organizational Commitment, Organizational Culture, Motivation, Employee Performance, Intervening Variable.*



