

PENGARUH KOMITMEN KERJA, KAPABILITAS KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI SEKOLAH TINGGI ILMU EKONOMI NAHDLATUL ULAMA' (STIENU) JEPARA

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ABSTRACT

This research is to analyze the factors that influenced to STIENU Jepara's employer's work, included the influence of work commitment to work motivation analysis, the influence of work capability to work motivation analysis, the influence of work motivation to employer performance analysis, the influence of work commitment to employer performance with work motivation analysis, the influence work capability to employer performance with work motivation analysis, the influence of work commitment to employer performance and work capability to employer performance. The population in this research is 61 people. The technique to take the sample uses census methode. The analysis in this research is partial least square (PLS). And the results are work commitment variable influence to work motivation, work capability influence to work motivation, Work commitment influence to employer's performance, work capability influence to employer performance, and also work motivation influence to employer's performance.

Key terms : Work Commitment, Work Capability, Work motivation and employer's performance

ABSTRAKSI

Penelitian ini bertujuan untuk menganalisis faktor-faktor yang berpengaruh terhadap kinerja pegawai pada STIENU Jepara, yang meliputi analisis pengaruh komitmen kerja terhadap motivasi kerja, analisis pengaruh kapabilitas kerja terhadap motivasi kerja, analisis pengaruh motivasi kerja terhadap kinerja pegawai , analisis pengaruh komitmen kerja terhadap kinerja pegawai melalui motivasi kerja, analisis pengaruh kapabilitas kerja terhadap kinerja pegawai melalui motivasi kerja, pengaruh komitmen kerja terhadap kinerja pegawai serta pengaruh kapabilitas kerja terhadap kinerja pegawai. Jumlah populasi dalam penelitian ini adalah sebanyak 61 orang. Teknik pengambilan sampel menggunakan metode sensus. Alat analisis yang digunakan adalah Partial Least Square (PLS), hasilnya variabel komitmen kerja berpengaruh terhadap motivasi kerja, kapabilitas kerja berpengaruh terhadap motivasi kerja, komitmen kerja berpengaruh terhadap kinerja pegawai, kapabilitas kerja berpengaruh terhadap kinerja pegawai, serta motivasi kerja berpengaruh terhadap kinerja pegawai.

Kata Kunci : Komitmen kerja, Kapabilitas kerja, Motivasi kerja dan Kinerja Pegawai