

Pengaruh kompensasi, motivasi, dan budaya organisasi terhadap komitmen organisasi Aparatur Sipil Negara di Sekretariat Wakil Presiden = The influence of compensation, motivation, and organizational culture on organizational commitment of Secretariat of Vice President State Apparatus / Suherman

Suherman, author

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Abstrak

ABSTRAK

Nama : Suherman

Program Studi : Pascasarjana Ilmu Manajemen Sumber Daya Manusia

Judul : Pengaruh Kompensasi, Motivasi, dan Budaya Organisasi Terhadap Komitmen Organisasi Aparatur Sipil Negara di Sekretariat Wakil Presiden

Tesis ini membahas tentang pengaruh kompensasi, motivasi, dan budaya organisasi terhadap komitmen organisasi. Penelitian ini dilakukan di Sekretariat Wakil Presiden dengan melibatkan 169 responden yang merupakan aparatur sipil negara organik Kementerian Sekretariat Negara Republik Indonesia. Metode penelitian yang digunakan adalah kuantitatif eksplanasi dengan pengolahan data menggunakan SPSS 21. Hasil penelitian menunjukkan bahwa kompensasi secara parsial dan simultan berpengaruh positif dan signifikan terhadap komitmen organisasi. Motivasi secara parsial dan simultan berpengaruh positif dan signifikan terhadap komitmen organisasi. Budaya organisasi secara parsial dan simultan berpengaruh positif dan signifikan terhadap komitmen organisasi. Penelitian diharapkan bisa memperkaya hasil-hasil penelitian tentang komitmen organisasi di kementerian/lembaga pemerintah khususnya Lembaga Kepresidenan. Untuk penelitian selanjutnya disarankan menggunakan metode eksploratif guna mengetahui lebih mendalam faktor-faktor apa saja yang mempengaruhi komitmen organisasi aparatur sipil negara di kementerian/lembaga pemerintah.

Kata kunci: Kompensasi, motivasi, budaya organisasi, komitmen organisasi

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ABSTRACT

<hr /><i>Name : Suherman

Study Program : Postgraduate in Human Capital Management Science

Title : The Influence of Compensation, Motivation, and Organizational Culture on Organizational Commitment of Secretariat of Vice President State Apparatus

The focus of this study is determining the influence of compensation, motivation, and organizational culture on organizational commitment. The research was conducted at the Secretariat of Vice President involving 169 respondents who are the Secretariat Ministry of the Republic of Indonesia organic state apparatus. The method used in this study was a quantitative explanation with the processing of data using SPSS 21. The results showed that compensation partially and simultaneously had a positive and significant impact on organizational commitment. Motivation partially and simultaneously had a positive and significant impact

on organizational commitment. Organizational culture partially and simultaneously had a positive and significant impact on organizational commitment. The study was expected to enrich the results of research on organizational commitment in ministries or government agencies, especially the Presidential Institution. Further research was recommended to use exploratory methods to know in depth what factors are affecting the organizational commitment of state apparatus in the ministries or government agencies.

Key words: Compensation, motivation, organizational culture, organizational commitment