

ABSTRAK

Nama : Suci Fitriani
Program Studi : Manajemen
Judul : Pengaruh Professionalisme, *Organizational Culture*, Internal Control dan *Organizational Commitment* Terhadap Kinerja Pegawai Pada Puskesmas Muara Satu Kota Lhokseumawe

Penelitian ini bertujuan untuk menganalisis pengaruh profesionalisme, *organizational culture*, internal control dan *organizational commitment* terhadap kinerja pegawai pada Puskesmas Muara Satu Kota Lhokseumawe. Sampel pada penelitian ini merupakan pegawai pada Puskesmas Muara Satu Kota Lhokseumawe yang berjumlah 113 orang. Data yang digunakan dalam penelitian ini merupakan data primer yang diperoleh dari penyebaran kuesioner secara langsung kepada responden. Adapun analisis yang digunakan adalah analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial variabel profesionalisme berpengaruh positif dan signifikan terhadap kinerja pegawai, variabel *Organizational Culture* berpengaruh positif dan signifikan terhadap kinerja pegawai, Variabel internal control berpengaruh positif dan signifikan terhadap kinerja pegawai dan variabel *Organizational Commitment* berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci: Kinerja Pegawai, Professionalisme, *Organizational Culture*, Internal Control, *Organizational Commitment*

ABSTRACT

Name : Suci Fitriani
Study Program : Management
Title : *The Influence of Professionalism, Organizational Culture, Internal Control and Organizational Commitment on Employee Performance at the Muara Satu Health Center, Lhokseumawe City*

This study aims to analyze the influence of professionalism, organizational culture, internal control and organizational commitment on employee performance at the Muara Satu Health Center, Lhokseumawe City. The sample in this study were 113 employees at the Muara Satu Health Center, Lhokseumawe City. The data used in this study were primary data obtained from distributing questionnaires directly to respondents. The analysis used was multiple linear regression analysis. The results of the study showed that partially the professionalism variable had a positive and significant effect on employee performance, the Organizational Culture variable had a positive and significant effect on employee performance, the Internal Control variable had a positive and significant effect on employee performance and the Organizational Commitment variable had no effect on employee performance.

Keywords: *Employee Performance, Professionalism, Organizational Culture, Internal Control, Organizational Commitment*