

ABSTRAK

Nama : ERA EKAWATI
Program Studi : Program Magister Ilmu Manajemen
Judul : PENGARUH KOMPENSASI DAN KOMITMEN AFEKTIF TERHADAP KINERJA PEGAWAI DENGAN *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) SEBAGAI VARIABEL *INTERVENING* PADA SEKRETARIAT DAERAH KOTA LHOKSEUMAWE.

Penelitian ini mengkaji pengaruh kompensasi dan komitmen afektif terhadap kinerja pegawai dengan *Perceived Organizational Support* (POS) sebagai variabel *intervening*. Sampel dalam penelitian ini adalah pegawai Kantor Sekretariat Daerah Kota Lhokseumawe sebanyak 104 Orang. Data yang dikumpulkan melalui kuesioner dianalisis dengan metode analisis data yang menggunakan *Structural Equation Modeling* (SEM) yang dioperasionalkan dengan perangkat *Analysis of Moment Structure* (AMOS). Hasil penelitian menunjukkan bahwa kompensasi dan komitmen afektif berpengaruh signifikan terhadap POS dan kinerja pegawai. Dan POS berpengaruh langsung terhadap kinerja pegawai. Kemudian dalam pengujian pengaruh tidak langsung POS ditemukan berperan sebagai variabel *pemediasi parsial* dalam hubungan antara kompensasi dan komitmen afektif terhadap kinerja pegawai. Hasil penelitian ini diharapkan dapat menjadi informasi penting bagi pimpinan organisasi dalam membuat kebijakan yang terkait dengan pengembangan kinerja pegawai Sekretariat Daerah Kota Lhokseumawe.

Kata Kunci : Kompensasi, Komitmen Afektif, POS, Kinerja Pegawai

ABSTRACT

Name : ERA EKAWATI
Study Program : Master of Management Science Program
Title : THE INFLUENCE OF COMPENSATION AND AFFECTIVE COMMITMENT ON EMPLOYEE PERFORMANCE WITH PERCEIVED ORGANIZATIONAL SUPPORT (POS) AS AN INTERVENING VARIABLE AT THE REGIONAL SECRETARIAT OF LHOKSEUMAWE CITY.

this study examines the influence of compensation and affective commitment on employee performance with Perceived Organizational Support (POS) as an intervening variable. The sample in this study were 104 employees of the Lhokseumawe City Regional Secretariat Office. Data collected through questionnaires were analyzed using data analysis methods using Structural Equation Modeling (SEM) which was operationalized with the Analysis of Moment Structure (AMOS) tool. The results of the study indicate that compensation and affective commitment have a significant effect on POS and employee performance. And POS has a direct effect on employee performance. Then in testing the indirect effect, POS was found to play a role as a partial mediating variable in the relationship between compensation and affective commitment on employee performance. The results of this study are expected to be important information for organizational leaders in making policies related to the development of employee performance at the Lhokseumawe City Regional Secretariat.

Keywords: Compensation, Affective Commitment, POS, Employee Performance