

ABSTRAK

PENGARUH KOMPETENSI DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN LEMBAGA PENDIDIKAN DAN PENGEMBANGAN PROFESI INDONESIA (LP3I) MELALUI KOMITMEN ORGANISASIONAL SEBAGAI VARIABEL MEDIASI

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Pada data diperoleh *persentase* kelulusan mahasiswa dari 21 LP3I *college* yang tersebar di Indonesia, tertinggi yaitu pada LP3I *college* Lampung, Banten dan Kediri. Lulusan tersebut menjadi satu penilaian kinerja LP3I *college* yang ideal saat masa pandemi berlangsung. Keunggulan LP3I *college* Lampung, Banten dan Kediri ini mendasari peneliti tertarik mengkaji variabel yang mempengaruhi kinerja LP3I tersebut. Menelaah dari manajemen sumber daya manusia maka penelitian mengarah pada variabel kompetensi dan kepuasan kerja dalam melihat pengaruhnya terhadap kinerja, serta menambah variabel komitmen organisasional yang memediasi pengaruh kompetensi dan kepuasan kerja terhadap kinerja karyawan.

Metode penelitian kategori *Structural Equations Model* (SEM) dibantu alat analisis AMOS 24.0 dengan jumlah sampel 222 (*convenience sampling*). Hasil empiris penelitian ini terkait pengaruh langsung yang menerangkan bahwa variabel kompetensi berpengaruh positif signifikan terhadap kinerja karyawan, variabel kepuasan kerja berpengaruh positif insignifikan terhadap kinerja karyawan, variabel kompetensi berpengaruh negatif insignifikan terhadap variabel komitmen organisasional, variabel kepuasan kerja berpengaruh positif signifikan terhadap komitmen organisasional dan variabel komitmen organisasional berpengaruh positif signifikan terhadap kinerja karyawan. Selanjutnya terkait pengaruh tidak langsung (variabel mediasi) menerangkan variabel kompetensi yang dimediasi oleh komitmen organisasional berpengaruh negatif signifikan terhadap kinerja karyawan dan variabel kepuasan kerja yang dimediasi oleh komitmen organisasional berpengaruh positif signifikan terhadap kinerja karyawan. Maka, dengan demikian penelitian ini mendukung hipotesis yaitu berpengaruh positif signifikan untuk variabel kompetensi terhadap kinerja, kepuasan kerja terhadap komitmen organisasional dan komitmen organisasional terhadap kinerja serta kepuasan kerja yang dimediasi oleh komitmen organisasional terhadap kinerja karyawan.

Hasil penelitian dapat menggambarkan bahwa keunggulan kinerja LP3I *college* Lampung, Banten dan Kediri dimasa pandemi dipengaruhi oleh variabel-variabel tersebut. Hal ini diharapkan dapat menciptakan kebijakan operasional dalam peningkatan koordinasi (*sharing session*) yang konsisten antar LP3I *college* seluruh Indonesia mengenai keseragaman strategi untuk kinerja yang lebih baik.

Kata kunci: Kompetensi, Kepuasan Kerja, Komitmen Organisasional, Kinerja Karyawan

ABSTRACT

THE INFLUENCE OF COMPETENCE AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE IN INDONESIAN EDUCATION AND PROFESSIONAL DEVELOPMENT INSTITUTIONS THROUGH ORGANIZATIONAL COMMITMENT AS A MEDIATION VARIABLE

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In the data, the percentage of students graduating from 21 LP3I colleges spread across Indonesia was obtained, the highest being LP3I colleges in Lampung, Banten and Kediri. These graduates are an ideal LP3I college performance assessment during the ongoing pandemic. The advantages of the LP3I colleges in Lampung, Banten and Kediri are the basis for researchers being interested in studying the variables that influence the performance of the LP3I. Examining human resource management, the research focuses on the variables of competency and job satisfaction in looking at their influence on performance, as well as adding the organizational commitment variable which mediates the influence of competency and job satisfaction on employee performance.

The research method in the Structural Equations Model (SEM) category is assisted by the AMOS 24.0 analysis tool with a sample size of 222 (convenience sampling). The empirical results of this research are related to direct influence which explains that the competency variable has a significant positive effect on employee performance, the job satisfaction variable has a significant positive effect on employee performance, the competency variable has an insignificant negative effect on the organizational commitment variable, the job satisfaction variable has a significant positive effect on organizational commitment and the variable Organizational commitment has a significant positive effect on employee performance. Furthermore, related to indirect effects (mediation variables), it is clear that the competency variable mediated by organizational commitment has a significant negative effect on employee performance and the job satisfaction variable mediated by organizational commitment has a significant positive effect on employee performance. So, this research supports the hypothesis, namely that the competency variable has a significant positive effect on performance, job satisfaction on organizational commitment and organizational commitment on performance and job satisfaction which is mediated by organizational commitment on employee performance.

The research results can illustrate that the superior performance of LP3I colleges in Lampung, Banten and Kediri during the pandemic was influenced by these variables. It is hoped that this can create operational policies to increase consistent coordination (sharing sessions) between LP3I colleges throughout Indonesia regarding uniform strategies for better performance.

Keywords: Competence, Job Satisfaction, Organizational Commitment, Employee Performance