

ABSTRAK

A. Muh. Risal. 2025. *Pengaruh Komitmen Organisasi Dan Kompetensi Terhadap Kinerja Pegawai Pada Dinas Perdagangan Dan Perindustrian Kabupaten Gowa. Skripsi.* Jurusan Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing oleh : Sitti Nurbaya dan Nurinaya

Penelitian kuantitatif asosiatif ini bertujuan untuk menguji dan menganalisis pengaruh Komitmen Organisasi dan Kompetensi terhadap Kinerja Pegawai. Data dikumpulkan dari 45 sampel responden melalui kuesioner dan diolah menggunakan analisis regresi linier berganda dengan program SPSS 29. Sebelum pengujian hipotesis, instrumen dinyatakan valid dan reliabel, serta model regresi memenuhi asumsi klasik. Hasil uji parsial menunjukkan bahwa baik Komitmen Organisasi maupun Kompetensi secara individual terbukti berpengaruh signifikan dan positif terhadap Kinerja Pegawai. Secara kolektif, kedua variabel independen ini berkontribusi sebesar 30.8% dalam menjelaskan naik-turunnya Kinerja Pegawai, sementara sisanya 69.2% dipengaruhi oleh faktor-faktor eksternal model. Dengan demikian, penelitian ini menyimpulkan bahwa peningkatan kinerja harus diupayakan melalui strategi yang terintegrasi, yaitu dengan memperkuat ikatan emosional dan loyalitas pegawai sekaligus meningkatkan kemampuan dan keahlian mereka.

Kata Kunci: Komitmen Organisasi, Kompetensi, Kinerja Pegawai



ABSTRACT

A. Muh. Risal. 2025. *The Influence of Organizational Commitment and Competence on Employee Performance at the Department of Trade and Industry of Gowa Regency. Undergraduate Thesis. Department of Management, Faculty of Economics and Business, Muhammadiyah University of Makassar. Supervised by: Sitti Nurbaya and Nurinaya*

This associative quantitative research aims to test and analyze the influence of Organizational Commitment and Competence on Employee Performance. Data were collected from 45 respondents through questionnaires and processed using multiple linear regression analysis with SPSS 29 program. Before hypothesis testing, the instrument was declared valid and reliable, and the regression model met the classical assumptions. The partial test results showed that both Organizational Commitment and Competence individually proved to have a significant and positive influence on Employee Performance. Collectively, these two independent variables contributed 30.8% in explaining the fluctuations in Employee Performance, while the remaining 69.2% was influenced by external model factors. Thus, this study concludes that performance improvement must be pursued through an integrated strategy, namely by strengthening emotional bonds and employee loyalty while improving their abilities and skills.

Keywords: Organizational Commitment, Competence, Employee Performance

