

ABSTRAK

ANDI RUSTAM. Pengaruh Perilaku Pimpinan, Budaya Organisasi, Praktek Pengelolaan Sumberdaya Manusia, Komitmen Organisasi dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Perusahaan Industri Dalam Lingkup Kawasan Industri Makassar. (dibimbing oleh Nurdin Brasit dan Muhammad Asdar).

Penelitian ini bertujuan untuk menganalisis dan menguji signifikansi pengaruh Pengaruh Perilaku Pimpinan, Budaya Organisasi, Praktek Pengelolaan Sumberdaya Manusia, Komitmen Organisasi dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Perusahaan Industri Dalam Lingkup Kawasan Industri Makassar.

Penelitian ini menggunakan Structural Equation Model (SEM) yang dalam pengolahan datanya menggunakan software AMOS, dengan data primer dari beberapa karyawan dan unsur pimpinan pada beberapa perusahaan dalam Kawasan Industri Makassar. Metode pengambilan sampel secara sampel probabilita dengan two stage cluster random sampling. Jumlah sampel sebanyak 200 orang dari 10.319 populasi karyawan dalam Kawasan Industri Makassar .

Hasil penelitian ini menunjukkan bahwa Budaya organisasi, Praktik pengelolaan sumber daya manusia berpengaruh positif dan signifikan terhadap komitmen organisasi. Perilaku pimpinan, Budaya organisasi, dan Praktik pengelolaan sumber daya manusia berpengaruh positif dan signifikan terhadap motivasi. Budaya organisasi, Praktik pengelolaan sumber daya manusia, Komitmen organisasi, dan Motivasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Perilaku pimpinan berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan.

Kata Kunci: Perilaku Pimpinan, Budaya Organisasi, Praktek Pengelolaan Sumberdaya Manusia, Komitmen Organisasi, Motivasi Kerja, Kinerja Karyawan, Karyawan Dalam Lingkup Kawasan Industri Makassar

ABSTRACT

ANDI RUSTAM. The Influence of Manajerial Behaviour, Organizational Culture, Practical of Human Resourches Management, Organizational Commitment and Working Motivation On Employee's Performance on Manufacturing Companies At Makassar Industrial Estate Area. (Supervised by Nurdin Brasit and Muhammad Asdar).

The objectives of this research are to analyze and tests significance influence of Manajerial Behaviour, Organizational Culture, Practical of Human Resourches Management, Organizational Commitment and Working Motivation On Employee's Performance on Manufacturing Companies At Makassar Industrial Estate Area.

This research used the Structural Equation Model which in its data processing utilized AMOS software, with primer data collected of Regional Development Bank costumers. Sampling method used probability sampling in two stage cluster random sampling. Total sample is 200 persons of 10.319 populations of Employees on Manufacturing Companies At Makassar Industrial Estate Area.

The findings of the research shows that Organizational Culture, and Practical of Human Resourches Management have directly positive influence and significant to the Organizational Commitment. Manajerial Behaviour, Organizational Culture, and Practical of Human Resourches Management have directly positive influence and significant to the Working Motivation. Organizational Culture, and Practical of Human Resourches Management, and Working Motivation have directly positive influence and significant to the Employee's Performance. Manajerial Behaviour have directly positive influence and not significant to the Employee's Performance.

Key words: Manajerial Behaviour, Organizational Culture, Practical of Human Resourches Management, Organizational Commitment, Working Motivation, Employee's Performance, Employees on Manufacturing Companies At Makassar Industrial Estate Area.