

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Etos Kerja, Motivasi Intrinsik terhadap Kinerja Sumber Daya Manusia dengan Komitmen Organisasi sebagai variabel intervening. Populasi yang digunakan dalam penelitian ini adalah semua pegawai tetap yang berada di BKM Kab. Pekalongan. yang berjumlah 486 orang. Teknik pengambilan sampel menggunakan teknik *purposive sampling*, sehingga didapatkan Sampel sebanyak 100 Responden dengan instrumen penelitian berupa kuesioner. Analisis Data menggunakan SPSS 21.0. Hasil penelitian ini menunjukkan bahwa Etos Kerja dan Motivasi intrinsik berpengaruh positif dan signifikan terhadap Komitmen Organisasi. Etos kerja, motivasi intrinsik dan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja sumber daya manusia. Komitmen organisasi tidak mampu menjadi variabel intervening antara etos kerja terhadap kinerja sumber daya manusia, komitmen organisasi mampu menjadi variabel intervening antara motivasi intrinsik terhadap kinerja sumber daya manusia.

Kata Kunci : Etos Kerja, Motivasi Intrinsik, Komitmen Organisasi, Kinerja Sumber Daya Manusia.

ABSTRACT

This study aims to determine the effect of Work Ethics, Intrinsic Motivation on the Performance of Human Resources with Organizational Commitment as an intervening variable. The population used in this study are all permanent employees who are in the BKM Kab. Pekalongan. which amounted to 486 people. The sampling technique used a purposive sampling technique, so that a sample of 100 respondents was obtained with a research instrument in the form of a questionnaire. Data Analysis using SPSS 21.0. The results of this study indicate that Work Ethics and Intrinsic Motivation have a positive and significant effect on Organizational Commitment. Work ethic, intrinsic motivation and organizational commitment have a positive and significant effect on the performance of human resources. Organizational commitment is not able to be an intervening variable between work ethic and the performance of human resources, organizational commitment is able to become an intervening variable between intrinsic motivation to the performance of human resources.

Keywords: Work Ethic, Intrinsic Motivation, Organizational Commitment, Human Resource Performance.