

## **ABSTRACT**

*This study is entitled "improving the performance of human resources through affective commitment and continuing with intervening variables in organizational culture. This type of research uses explanatory research that is explaining the relationship between research variables by testing a hypothesis then for the population including all human resources working in the offices of the sub-districts of genuk, semarang city, bangetayu kulon, bangetayu wetan, kulon terboyo, terboyo wetan, Karangroto, banjardowo with a total number of respondents 85 and the type of data used is premiere data by giving questionnaires directly to respondents using path analysis path techniques.*

*The purpose of this study is (1) to analyze the effect of affective commitment on organizational culture (2) to analyze the effect of continuing commitment to organizational culture (3) to analyze the influence of organizational culture on human resource performance (4) to analyze the effect of continuing commitment to human resource performance.*

*Based on the results of the study as follows that organizational culture does not mediate the effect of affective commitment on HR performance, meaning that organizational culture, there is no influence of affective commitment, so it does not have an impact on increasing HR performance. And that organizational culture does not mediate the effect of continuing commitment on HR performance, meaning that organizational culture, there is no effect of continuing commitment so that it does not have an impact on improving human resource performance.*

**Keywords :** *affective commitment, continuing commitment, organizational culture and human resource performance*

## ABSTRAK

Penelitian ini berjudul “peningkatan kinerja sumber daya manusia melalui komitmen afektif dan continue dengan variabel intervening budaya organisasi. Jenis penelitian ini menggunakan penelitian eksplanatory yang bersifat menjelaskan hubungan antar variabel penelitian dengan menguji suatu hipotesis kemudian untuk populasi meliputi semua sumber daya manusia yang bekerja di kantor kelurahan – kelurahan kecamatan genuk kota semarang, bangetayu kulon, bangetayu wetan, terboyo kulon, terboyo wetan, karangroto, banjardowo dengan jumlah responden keseluruhan 85 dan jenis data yang digunakan yaitu data premier dengan memberikan kuesioner secara langsung kepada responden dengan menggunakan teknik jalur analisis path.

Tujuan penelitian ini adalah (1)menganalisis pengaruh komitmen afektif terhadap budaya organisasi(2) menganalisis pengaruh komitmen continue terhadap budaya organisasi(3)menganalisis pengaruh budaya organisasi terhadap kinerja sumber daya manusia (4) menganalisis pengaruh komitmen continue terhadap kinerja sumberdaya manusia.

Berdasar hasil penelitian sebagai berikut bahwa budaya organisasi tidak memediasi pengaruh komitmen afektif terhadap kinerja SDM, artinya bahwa budaya organisasi, tidak ada pengaruh komitmen afekif, sehingga tidak berdampak terhadap meningkatnya kinerja SDM. Dan bahwa budaya organisasi tidak memediasi pengaruh komitmen continue terhadap kinerja SDM, artinya bahwa budaya organisasi, tidak ada pengaruh komitmen continue sehingga tidak berdampak terhadap meningkatnya kinerja sumber daya manusia.

**Kata Kunci :** komitmen afektif, komitmen continue, budaya organisasi dan kinerja sumber daya manusia