

**HUBUNGAN ETOS KERJA DAN KOMITMEN ORGANISASI DENGAN
KINERJA PEGAWAI BALAI PEMASYARAKATAN KELAS 1
SEMARANG**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan etos kerja dan komitmen organisasi dengan kinerja pegawai Balai Pemasyarakatan Kelas 1 Semarang. Populasi dalam penelitian ini yaitu seluruh pegawai Balai Pemasyarakatan Kelas 1 Semarang yang berjumlah 65 pegawai. Teknik pengambilan data menggunakan *study populasi*. alat ukur dalam penelitian ini terdiri dari tiga skala. Skala kinerja pegawai terdiri dari 32 aitem, dengan rentang daya beda 0,314-0,737 dan koefisiensi reliabilitas 0,892, skala etos kerja terdiri dari 36 aitem dengan rentang daya beda 0,508-0,786 dan koefisiensi reliabilitas 0,964, skala komitmen organisasi terdiri dari 30 aitem dengan rentang daya beda 0,351-0,766 koefisiensi reliabilitas 0,945. Teknik analisis data menggunakan analisis regresi ganda dan korelasi parsial. Hasil uji hipotesis pertama menunjukkan nilai $R = 0,786$ dan $F = 50,229$ dengan signifikansi 0,000 ($p < 0,01$), yang artinya ada hubungan etos kerja dan komitmen organisasi dengan kinerja pegawai Balai Pemasyarakatan Kelas 1 Semarang. Hasil hipotesis kedua diperoleh nilai $R_{x1y} = 0,454$ dengan signifikansi 0,000 ($p < 0,01$), artinya ada hubungan etos kerja dengan kinerja pegawai Balai Pemasyarakatan Kelas 1 Semarang. Uji hipotesis ketiga diperoleh nilai $R_{x2y} = 0,232$ dengan signifikansi 0,65 ($p > 0,01$), artinya tidak ada hubungan komitmen organisasi dengan kinerja pegawai Balai Pemasyarakatan Kelas 1 Semarang.

Kata Kunci : Kinerja Pegawai, Etos Kerja dan Komitmen Organisasi

**RELATIONSHIP OF WORK ETHOS AND ORGANIZATIONAL
COMMITMENTS WITH THE PERFORMANCE OF
EMPLOYEES IN CLASS 1 SEMARANG**

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ABSTRACT

This study aims to determine the relationship between work ethic and organizational commitment with the performance of the employees of the Class 1 Correctional Center Semarang. The population in this study were all 65 employees of the Class 1 Semarang Correctional Center. The data collection technique used a population study. The measuring instrument in this study consists of three scales. The employee performance scale consists of 32 items, with a power difference of 0.314-0.737 and a reliability coefficient of 0.892, the work ethic scale consists of 36 items with a power difference of 0.508-0.786 and a reliability coefficient of 0.964, the scale of organizational commitment consists of 30 items with a different power range 0.351-0.766 reliability coefficient 0.945. The data analysis technique used multiple regression analysis and partial correlation. The results of the first hypothesis test showed the value of $R = 0.786$ and $F = 50.229$ with a significance of 0.000 ($p < 0.01$), which means that there is a relationship between work ethic and organizational commitment with the performance of the Class 1 Semarang Correctional Center employees. The results of the second hypothesis obtained the value of $R_{x1y} = 0.454$ with a significance of 0.000 ($p < 0.01$), which means that there is a relationship between work ethic and the performance of the Class 1 Semarang Correctional Center employees. The third hypothesis test obtained the value of $R_{x2y} = 0.232$ with a significance of 0.65 ($p > 0.01$), meaning that there is no relationship between organizational commitment and the performance of the Class 1 Semarang Correctional Center employees.

Keywords: Employee Performance, Work Ethic and Organizational Commitment