

PENGARUH AKUNTABILITAS, BUDAYA ORGANISASI, *ETHICAL LEADERSHIP* DAN KOMITMEN ORGANISASI TERHADAP KINERJA PANTI ASUHAN DI KOTA SEMARANG

ABSTRAKSI

Penelitian ini dilakukan berdasarkan jawaban responden dan bertujuan untuk menguji kinerja para karyawan panti asuhan melalui variabel akuntabilitas, budaya organisasi, *ethical leadership* dan komitmen organisasi. Jumlah sampel yang dipakai sebanyak 50 responden karyawan panti asuhan dan metode sampling menggunakan *simple random sampling*. Data dianalisis menggunakan teknik analisis regresi berganda. Hasil penelitian ini mengindikasikan bahwa hanya terdapat pengaruh budaya organisasi terhadap kinerja panti asuhan, sedangkan variabel akuntabilitas, *ethical leadership* dan komitmen organisasi tidak terdapat pengaruh terhadap kinerja panti asuhan di kota semarang.

Kata kunci : kinerja panti asuhan, akuntabilitas, budaya organisasi, *ethical leadership*, komitmen organisasi

ABSTRACT

This study deals with the respondent answer and aims to test the performance of the employees of orphanage through the variable accountability, organizational culture, ethical leadership and organizational commitment. The amount or number of sample used in this study is 50 respondents employee in orphanage and sampling methods using simple random sampling. Data were analyzed by multiple regression analysis techniques. The result of this study showed that only the influence of organizational culture on performance of the orphanage, while variable accountability, ethical leadership and organizational commitment didn't influence on the performance of an orphanage in Semarang.

Keywords : *Performance Orphanage, Accountability, Organizational Culture, Ethical Leadership, Organizational Commitment.*