

## INTISARI

**Ba h a r i** "Pada tesis ini penulis fokus pada pengaruh motivasi kerja dan komitmen organisasi terhadap kinerja pegawai pada kantor Dinas Perhubungan Kabupaten Buton". **Tesis, Yogyakarta: Pascasarjana Universitas Muhammadiyah Yogyakarta, 2012.**

Penelitian ini bertujuan untuk mengetahui: (1) untuk mengetahui dan menganalisis pengaruh komitmen organisasi dan motivasi kerja terhadap kinerja pegawai pada Dinas Perhubungan Kabupaten Buton Propinsi Sulawesi Tenggara. (2) Untuk mengetahui dan menganalisis faktor yang berpengaruh dominan terhadap kinerja pegawai pada Dinas Perhubungan Kabupaten Buton Propinsi Sulawesi Tenggara.

Penelitian ini termasuk jenis penelitian kuantitatif dengan populasi penelitian. Populasi dalam penelitian ini adalah seluruh pegawai organik pada Dinas Perhubungan Kabupaten Buton yang berjumlah 50 orang. Sampel adalah suatu himpunan atau bagian dari unit populasi. Metode sampling yang digunakan dalam penelitian ini adalah sampel jenuh, karena jumlah tidak terlalu banyak maka peneliti sampel sama dengan populasi. Dengan demikian, jumlah sampel dari penelitian ini sebanyak 50 orang.

Hasil penelitian menunjukkan: (1) Hasil temuan penelitian menunjukkan bahwa baik secara parsial maupun secara serempak variabel komitmen organisasi dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. (2) Dari kedua variabel yang digunakan dalam penelitian ini, ternyata variabel komitmen organisasi mempunyai pengaruh dominan dalam meningkatkan kinerja pegawai. (3) Dari kedua variabel bebas yang digunakan dalam menjelaskan kinerja pegawai pada Dinas Perhubungan Kabupaten Buton, meskipun tetap berpengaruh signifikan, namun variabel motivasi kerja masih perlu mendapat perhatian khusus, demi menunjang peningkatan kinerja pegawai.

**Kata Kunci : Motivasi kerja, kinerja pegawai**

This study includes the type of quantitative research with the study population. The population in this study were all employees of organics in Buton District Department of Transportation, amounting to 50 people. Sample is a set or part of a population unit. Sampling method used in this study were saturated samples, because the amount of the researchers are not too many samples together with the population. Thus, the number of samples from this study as many as 50 people.

The results showed: (1) The results of the study's findings suggest that either partially or in unison variable organizational commitment and work motivation has positive and significant impact on employee performance. (2) Of the two variables used in this study, organizational commitment variable was the dominant influence in improving employee performance. (3) From these two independent variables used in explaining the performance of employees,

## ABSTRACT

**Ba h a r i** "On this thesis the authors focus on the influence of work motivation and organizational commitment to employee performance in Buton District Department of Transportation office". Thesis. Yogyakarta, Postgraduate, Muhammadiyah University 2012.

This study aims to determine: (1) to determine and analyze the influence of organizational commitment and motivation on the performance of employees in Buton District Department of Transportation Southeast Sulawesi Province. (2) To determine and analyze the dominant factor affecting the performance of employees in Buton District Department of Transportation Southeast Sulawesi Province.

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The results showed: (1) The results of the study's findings suggest that either partially or in unison variable organizational commitment and work motivation has positive and significant impact on employee performance. (2) Of the two variables used in this study, organizational commitment variable was the dominant influence in improving employee performance. (3) From these two independent variables used in explaining the performance of employees at the Department of Transportation District Buton, although still significant, but variable work motivation still needs special attention, in order to support the promotion of employee performance.

**Keywords: Work Motivation, Employee Performance**