

INTISARI

Tujuan penelitian ini adalah untuk menganalisis pengaruh secara parsial maupun simultan motivasi *need for achievement*, *need for power* dan *need for affiliation* dan komitmen organisasi terhadap kinerja pegawai Balai Metrologi DIY.

Teknik analisis menggunakan metode Structural Equation Modelling (SEM) digunakan untuk menguji 7 (tujuh) hipotesis yang telah dikembangkan.

Hasil pengujian hipotesis menunjukkan bahwa ada tujuh hipotesis yang diterima. Hipotesis-hipotesis tersebut antara lain adalah *Need for achievement* berpengaruh signifikan dan positif terhadap komitmen organisasi pegawai Balai Metrologi DIY, *Need for power* berpengaruh signifikan dan positif terhadap komitmen organisasi pegawai Balai Metrologi DIY, *Need for Affiliation* berpengaruh signifikan dan positif terhadap komitmen organisasi pegawai Balai Metrologi DIY, *Need for achievement* berpengaruh signifikan dan positif terhadap kinerja pegawai Balai Metrologi DIY, *Need for power* berpengaruh signifikan dan positif terhadap kinerja pegawai Balai Metrologi DIY, *Need for Affiliation* berpengaruh signifikan dan positif terhadap kinerja pegawai Balai Metrologi DIY dan Komitmen organisasi Balai Metrologi DIY berpengaruh signifikan dan positif terhadap kinerja pegawai Balai Metrologi DIY.

Kata Kunci : motivasi kerja, komitmen organisasi dan kinerja

ABSTRACT

The purpose of this study was to analyze the effect of partially or simultaneously motivation need for achievement, need for power and the need for affiliation and organizational commitment to employee performance DIY Metrology Institute.

Mechanical analysis using Structural Equation Modeling (SEM) was used to test seven (7) hypotheses that have been developed.

Hypothesis testing results show that there are seven accepted hypothesis. Hypotheses are, among others Need for achievement significant and positive impact on organizational commitment of employees Institute of Metrology DIY, Need for power significant and positive impact on organizational commitment of employees Institute of Metrology DIY, Need for Affiliation significant and positive impact on organizational commitment of employees Institute of Metrology DIY, Need for achievement significant and positive impact on employee performance hall Metrology DIY, Need for power significant and positive impact on employee performance hall Metrology DIY, Need for Affiliation significant and positive impact on employee performance hall Metrology DIY and organizational commitment Institute of Metrology DIY influential a significant and positive impact on the performance of employees DIY Metrology Institute.

Keywords: employee motivation, organizational commitment and performance