



KEMENTERIAN RISET, TEKNOLOGI DAN PENDIDIKAN TINGGI
UNIVERSITAS SYIAH KUALA
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ELECTRONIC THESIS AND DISSERTATION UNSYIAH

TITLE

KOMITMEN DAN KINERJA ORGANISASI KANTOR KESYAHBANDARAN DAN OTORITAS PELABUHAN
MALAHAYATI BANDA ACEH

ABSTRACT

ABSTRAK

Abstrak Karya Akhir diserahkan kepada Panitia Komisi Ujian untuk mendapatkan Gelar Magister Manajemen pada Program Pascasarjana Universitas Syiah Kuala

KOMITMEN DAN KINERJA ORGANISASI KANTOR KESYAHBANDARAN DAN OTORITAS PELABUHAN
MALAHAYATI BANDA ACEH

Oleh

SUNAR

NIM : 1409200020158

Konsentrasi : Manajemen Umum

Pembimbing Pertama : Prof. Dr. Nasir, SE, MBA

Pembimbing Kedua : Dr. Muslim A. Djalil, SE, MBA

Tujuan penelitian ini adalah untuk: (1) mendeskripsikan keadaan menganalisis iklim organisasi, pengembangan karir komitmen organisasi dan kinerja organisasi (2) menganalisis pengaruh iklim organisasi dan pengembangan karir baik secara simultan maupun parsial terhadap komitmen organisasi pegawai, (3) menganalisis pengaruh iklim organisasi dan pengembangan karir baik secara simultan maupun parsial terhadap kinerja organisasi (4) menganalisis pengaruh komitmen organisasi pegawai terhadap kinerja organisasi (5) menganalisis pengaruh tidak langsung iklim organisasi terhadap kinerja organisasi melalui komitmen organisasi pegawai, (6) menganalisis pengaruh tidak langsung pengembangan karir terhadap kinerja organisasi melalui komitmen organisasi pegawai. Penelitian ini dilakukan pada Kantor Kesyahbandaran dan Otoritas Pelabuhan Malahayati Banda Aceh. Adapun yang menjadi objek penelitian ini adalah iklim organisasi dan pengembangan karir terhadap komitmen organisasi, kinerja pegawai, dengan jumlah responden sebanyak 130 orang. Hasil penelitian menunjukkan bahwa kepemimpinan, program kesejahteraan, komitmen anggota dan kinerja anggota Polresta Banda Aceh sudah berjalan dengan baik. Hasil penelitian juga membuktikan bahwa terdapat pengaruh iklim organisasi, pengembangan karir baik secara simultan maupun parsial terhadap komitmen organisasi pegawai, terdapat pengaruh iklim organisasi, pengembangan karir baik secara simultan maupun parsial terhadap kinerja organisasi, terdapat pengaruh komitmen organisasi terhadap kinerja organisasi dan terdapat pengaruh tidak langsung iklim organisasi, pengembangan karir terhadap kinerja organisasi melalui komitmen organisasi pegawai

Kata Kunci: Iklim Organisasi, Pengembangan Karir, Komitmen Organisasi, dan Kinerja Organisasi

ABSTRACT

Abstract of Final Paper Submitted to The Examination Committee in partial fulfilment of the requirements for the degree of Master of Management on Graduate Program of Syiah Kuala University

COMMITMENT AND PERFORMANCE OF ORGANIZATION OF KESYAHBANDARAN OFFICE AND PORT AUTHORITY

MALAHAYATI BANDA ACEH

By

SUNAR

S/N : 1409200020158



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Specialization : General Management

Supervisor : Prof. Dr. Nasir, SE, MBA

Co-Supervisor : Dr. Muslim A. Djalil, SE, MBA

The purpose of this research is to: (1) describe the condition of analyzing organizational climate, career development of organizational commitment and organizational performance (2) to analyze the influence of organizational climate and career development either simultaneously or partially to organizational commitment of employees; (3) career development both simultaneously and partially on organizational performance (4) analyze the influence of organizational commitment of employees to organizational performance (5) analyze the indirect effect of organizational climate on organizational performance through employee organizational commitment, (6) analyze the indirect influence of career development on organizational performance through employees' organizational commitment. This research was conducted at Kesyahbandaran Office and Port Authority of Malahayati Banda Aceh. As for the object of this research is organizational climate and career development towards organizational commitment, employee performance, with the number of respondents as many as 130 people. The results show that the leadership, welfare program, member commitment and performance of Banda Aceh Police members have been running well. The research also proved that there are organizational climate influences, career development both simultaneously and partially to the organizational commitment of employees, there are organizational climate influences, career development both simultaneously and partially to organizational performance, there is influence of organizational commitment to organizational performance and there is indirect influence organizational climate, career development towards organizational performance through organizational commitment of employees.

Keywords : Organizational Climate, Career Development, Organizational Commitment, and Organizational Performance