

## ABSTRAK

### **PENGARUH KEPEMIMPINAN, BUDAYA ORGANISASI, KOMITMEN ORGANISASI. DAN KOMPETENSI TERHADAP KINERJA PEGAWAI UNIVERSITAS SANATA DHARMA**

Khatarina Wenna Murwani Listyoati  
Universitas Sanata Dharma  
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Penelitian ini bertujuan untuk mengetahui pengaruh variabel kepemimpinan, budaya organisasi, komitmen organisasi, dan kompetensi terhadap variabel kinerja baik secara simultan maupun parsial. Jumlah sampel sebanyak 137 orang. Teknik pengambilan sampel menggunakan *Proportional Random Stratified Sampling*. Pengumpulan data dengan mempergunakan kuesioner. Analisis data menggunakan model *Multiple Linear Regression* dengan alat bantu program aplikasi komputer yaitu SPSS versi 22.0.

Hasil penelitian menunjukkan bahwa 1) kepemimpinan secara parsial tidak berpengaruh terhadap kinerja, 2) budaya organisasi secara parsial berpengaruh terhadap kinerja, 3) komitmen organisasi secara parsial berpengaruh terhadap kinerja, 4) kompetensi secara parsial tidak berpengaruh terhadap kinerja, dan 5) kepemimpinan, budaya organisasi, komitmen organisasi, dan kompetensi secara simultan berpengaruh terhadap kinerja.

Kata kunci: kepemimpinan, budaya organisasi, komitmen organisasi, kompetensi, kinerja

## ABSTRACT

### **THE INFLUENCE OF LEADERSHIP, ORGANIZATIONAL CULTURE, ORGANIZATIONAL COMMITMENTS. AND COMPETENCE ON THE EMPLOYEE PERFORMANCES OF SANATA DHARMA UNIVERSITY**

Khatarina Wenna Murwani Listyoati  
Sanata Dharma University  
2019

This study aims to determine the influence of leadership, organizational culture, organizational commitment, and competence on performance both simultaneously and partially. The total sample is 137 people. The sampling technique used is Proportional Random Stratified Sampling. The data collection uses a questionnaire. For analyzing the data, it is used Multiple Linear Regression models with computer application program tools, namely SPSS version 22.0.

The results shows that 1) leadership partially has no effect on performance, 2) organizational culture partially influences performance, 3) organizational commitment partially influences performance, 4) competency partially does not affect performance, and 5) leadership, culture organization, organizational commitment, and competence simultaneously influence performance.

Keywords: leadership, organizational culture, organizational commitment, competence, performance

