

ABSTRAK

KOMITMEN ORGANISASI SEBAGAI VARIABEL MODERASI PADA PENGARUH LINGKUNGAN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN DI PT. ARMADA FINANCE

Studi pada Karyawan PT. Armada Finance Cabang Semarang,
Cabang Magelang, dan Cabang Yogyakarta

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh lingkungan kerja terhadap kinerja karyawan di PT. Armada Finance, (2) pengaruh motivasi terhadap kinerja karyawan di PT. Armada Finance, (3) peran komitmen organisasi dalam memoderasi pengaruh lingkungan kerja terhadap kinerja karyawan di PT. Armada Finance, (4) peran komitmen organisasi dalam memoderasi pengaruh motivasi terhadap kinerja karyawan di PT. Armada Finance. Populasi dalam penelitian ini adalah seluruh karyawan kantor cabang PT. Armada Finance. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah teknik sampel non probabilitas area. Data diperoleh dengan membagikan kuesioner kepada 45 responden. Analisis data yang digunakan adalah *Partial Least Square* (PLS) dengan aplikasi WarpPLS 8.0. Hasil penelitian ini menunjukkan bahwa: (1) Lingkungan kerja berpengaruh terhadap kinerja karyawan, (2) Motivasi tidak berpengaruh terhadap kinerja karyawan, (3) Komitmen organisasi memoderasi (memperkuat) pengaruh lingkungan kerja terhadap kinerja karyawan dengan bentuk *quasi moderator*, (4) Komitmen organisasi tidak memoderasi pengaruh motivasi terhadap kinerja karyawan dengan bentuk *homologiser moderator*.

Kata Kunci: Komitmen Organisasi, Lingkungan Kerja, Motivasi, Kinerja Karyawan

ABSTRACT

**ORGANIZATIONAL COMMITMENT AS A MODERATION VARIABLE
ON THE EFFECT OF WORK ENVIRONMENT AND MOTIVATION ON
EMPLOYEE PERFORMANCE AT PT. ARMADA FINANCE**

Study on Employees of PT. Armada Finance Semarang,
Magelang, and Yogyakarta Branch

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The study aims to determine: (1) the effect of the work environment on employee performance at PT. Armada Finance, (2) the effect of motivation on employee performance at PT. Armada Finance, (3) the role of organizational commitment in moderating the influence of the work environment on employee performance at PT. Armada Finance, and (4) the role of organizational commitment in moderating the effect of motivation on employee performance at PT. Armada Finance. The population in this study was all employees in the branch of PT. Armada Finance. The sampling technique used in this study is an area non probability sampling technique. The data were obtained by distributing questionnaires to 45 respondents. The data analysis used was Partial Least Square (PLS) with WarpPLS 8.0 application. The results of the study show that: (1) work environment influences employee performance, (2) motivation has no effect on employee performance, (3) In the form of a quasi-moderator, organizational commitment moderates (strengthen) the influence of the work environment on employee performance, (4) In the form of a homologiser-moderator, organizational commitment does not moderate the effect of motivation on employee performance.

Keywords: Organizational Commitment, Work Environment, Motivation, Employee Performance