ABSTRACT

This research is concerned with how the influence of organizational commitment to employee discipline and performance in the Academy of Midwifery Ummi Khasanah Bantul, Yogyakarta. The purpose of this study was to determine the effect of affective organizational commitment, continuous, normative partially to discipline the employee, determine the effect of affective organizational commitment, continuous, simultaneous to normative employee discipline, discipline determine the effect on employee performance, determine the effect of affective organizational commitment , sustainable, normative partially on employee performance, determine the effect of affective organizational commitment, continuous, simultaneous to the normative work discipline employees, and greater knowing where the direct influence of affective organizational commitment, continuous, normative on the performance of the indirect effect of affective organizational commitment , continuous, normative work on performance through discipline on employees. Respondents in this study were 45 employees at Midwifery Academy Ummi Khasanah Bantul, Yogyakarta. Data collection methods used were questionnaires and in analyzing the data using path analysis.

The results of this study indicate that there is a positive and significant impact partially between affective organizational commitment, continuous, normative toward employee discipline Midwifery Academy Ummi Khasanah Bantul, Yogyakarta. Then, there is a positive and significant impact simultaneously between affective organizational commitment, continuous, normative toward employee discipline Midwifery Academy Ummi Khasanah Bantul, Yogyakarta. In addition, there is a positive and significant impact on the performance of employees between disciplines Midwifery Academy Ummi Khasanah Bantul, Yogyakarta. There is also a positive and significant impact partially between affective organizational commitment, continuous, normative employee to employee performance Midwifery Academy Ummi Khasanah Bantul, Yogyakarta. And There is a positive and significant impact simultaneously between affective organizational commitment, continuous, normative employee to employee performance Midwifery Academy Ummi Khasanah Bantul, Yogyakarta. However, the indirect effect is greater affective organizational commitment, continuous, normative rather than a direct influence on the performance of affective organizational commitment, continuous, normative to performance through disciplined employees working at Midwifery Academy Ummi Khasanah Bantul, Yogyakarta.

Keyword: Affective Organizational commitment, Continuance Organizational Commitment, Normative Organizational Commitment, Discipline, Employee Performance

ABSTRAK

Penelitian ini terkait dengan bagaimana pengaruh komitmen organisasi terhadap disiplin dan kinerja karyawan di Akademi Kebidanan Ummi Khasanah Bantul Yogyakarta. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh komitmen organisasi afektif, berkelanjutan, normatif secara parsial terhadap disiplin kerja karyawan, mengetahui pengaruh komitmen organisasi afektif, berkelanjutan, normatif secara simultan terhadap disiplin kerja karyawan, mengetahui pengaruh disiplin terhadap kinerja karyawan, mengetahui pengaruh komitmen organisasi afektif, berkelanjutan, normatif secara parsial terhadap kinerja karyawan, mengetahui pengaruh komitmen organisasi afektif, berkelanjutan, normatif secara simultan terhadap disiplin kerja karyawan, dan mengetahui lebih besar mana antara pengaruh langsung komitmen organisasi afektif, berkelanjutan, normatif terhadap kinerja dengan pengaruh tidak langsung komitmen organisasi afektif, berkelanjutan, normatif terhadap kinerja melalui disiplin kerja pada karyawan. Responden dalam penelitian ini adalah 45 orang karyawan di Akademi Kebidanan Ummi Khasanah Bantul Yogyakarta. Metode pengumpulan data yang digunakan adalah menggunakan kuisioner dan dalam menganalisis datanya menggunakan analisis jalur.

Hasil penelitian ini menunjukkan bahwa terdapat pengaruh positif dan signifikan secara parsial antara komitmen organisasi afektif, berkelanjutan, normatif terhadap disiplin kerja karyawan Akademi Kebidanan Ummi Khasanah Bantul Yogyakarta. Kemudian, terdapat pengaruh positif dan signifikan secara simultan antara komitmen organisasi afektif, berkelanjutan, normatif terhadap disiplin kerja karyawan Akademi Kebidanan Ummi Khasanah Bantul Yogyakarta. Selain itu, terdapat pengaruh positif dan signifikan antara disiplin terhadap kinerja karyawan Akademi Kebidanan Ummi Khasanah Bantul Yogyakarta. Ada juga pengaruh positif dan signifikan secara parsial antara komitmen organisasi afektif, berkelanjutan, normatif terhadap kinerja karyawan karyawan Akademi Kebidanan Ummi Khasanah Bantul Yogyakarta. Dan Terdapat pengaruh positif dan signifikan secara simultan antara komitmen organisasi afektif, berkelanjutan, normatif terhadap kinerja karyawan karyawan Akademi Kebidanan Ummi Khasanah Bantul Yogyakarta. Namun, lebih besar pengaruh tidak langsung komitmen organisasi afektif, berkelanjutan, normatif terhadap kinerja daripada pengaruh langsung komitmen organisasi afektif, berkelanjutan, normatif terhadap kinerja melalui disiplin kerja pada karyawan Akademi Kebidanan Ummi Khasanah Bantul Yogyakarta.

Kata Kunci: Komitmen Organisasi Afektif, Komitmen Organisasi Berkelanjutan, Komitmen Organisasi Normatif, Disiplin, Kinerja Karyawan