

## ABSTRAK

Penelitian dalam tesis ini dilatarbelakangi oleh suatu instansi yang seringkali hanya menuntut kinerja yang tinggi pada para pegawai, tanpa melihat faktor-faktor yang mempengaruhi, padahal faktor-faktor mendasar dalam menunjang kinerja, seperti Disiplin, Kerja Beban Kerja, dan Komitmen Organisasi harus diperhatikan juga demi meningkatnya produktivitas pegawai. Jenis penelitian ini adalah penelitian kuantitatif yang bertujuan untuk menguji hipotesis tentang pengaruh variabel independen (disiplin kerja, beban kerja, dan komitmen organisasi) terhadap variabel dependen (kinerja pegawai) di salah satu Kelurahan Wilayah Jakarta Barat. Penelitian ini menggunakan populasi sebanyak 50 pegawai dan pengelolaan data dengan menggunakan SmartPLS 4. Dari hasil penelitian ini, penulis menyimpulkan bahwa: (1) Disiplin Kerja berpengaruh positif dan signifikan terhadap Komitmen Organisasi. (2) Beban Kerja berpengaruh negatif dan signifikan terhadap Komitmen Organisasi. (3) Disiplin Kerja berpengaruh positif dan signifikan terhadap Disiplin Kerja. (4) Beban Kerja berpengaruh negatif dan signifikan terhadap Kinerja Pegawai. (5) Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai. (6) Disiplin Kerja berpengaruh positif dan signifikan kepada Kinerja Pegawai melalui Komitmen Organisasi. (7) Beban Kerja berpengaruh negatif dan signifikan kepada Kinerja Pegawai melalui Komitmen Organisasi.

Kata Kunci: Disiplin Kerja, Beban Kerja, Komitmen Organisasi, dan Kinerja Pegawai

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## **ABSTRACT**

*The research in this thesis is motivated by agencies that often only demand high performance from their employees, without looking at influencing factors, although basic factors in supporting performance, such as Work Discipline, Workload, and Organizational Commitment should also be taken into account to increase employee productivity. This type of research is quantitative research that aims to test the hypothesis about the influence of independent variables (work discipline, workload and organizational commitment) on the dependent variable (employee performance) in one of the sub-districts in West Jakarta Region. This research uses a population of 50 employees and data management using SmartPLS 4. From the results of this study, the author concluded that: (1) Work Discipline has a positive and significant effect on Organizational Commitment. (2) Workload has a negative and significant effect on Organizational Commitment. (3) Work Discipline has a positive and significant effect on Work Discipline. (4) Workload has a negative and significant effect on employee performance. (5) Organizational Commitment has a positive and significant effect on Employee Performance. (6) Work Discipline has a positive and significant effect on Employee Performance through Organizational Commitment. (7) Workload has a negative and significant effect on employee performance through Organizational Commitment.*

*Keywords: Work Discipline, Workload, Organizational Commitment, and Employee Performance*

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