

## ABSTRAK

### **PENGARUH *PERSON JOB FIT*, *PERSON ORGANIZATION FIT* DAN KOMITMEN ORGANISASIONAL TERHADAP KINERJA PEGAWAI PADA KANTOR DINAS PUP ESDM DIY**

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*Person job fit*, *person organization fit* dan komitmen organisasional dapat menentukan kinerja pegawai, sehingga perlu diukur tingkat pengaruh yang ditimbulkan. Penelitian bertujuan untuk mengetahui pengaruh masing-masing variabel antara *Person job fit*, *person organization fit*, komitmen organisasional secara parsial dan secara bersama-sama terhadap kinerja pegawai.

Penelitian ini menggunakan pendekatan kuantitatif. Penelitian dilakukan di Kantor Dinas PUP SDM Daerah Istimewa Yogyakarta. Penelitian ini merupakan penelitian sensus, sehingga sampel dalam penelitian ini adalah sampel total atau seluruh anggota populasi, maka dapat ditentukan jumlah sampel dalam penelitian ini sebanyak 60 orang responden. Pengumpulan data dalam penelitian ini adalah dengan menggunakan angket atau kuesioner dan dokumentasi. *Respon rate* sebanyak 53 kuesioner (88,33%) yang layak untuk dianalisis. Analisis dilakukan menggunakan uji Regresi Linier Berganda. Uji signifikansi secara parsial uji t dan uji signifikansi secara bersama-sama uji F.

Hasil penelitian menunjukkan bahwa *person job fit* secara parsial berpengaruh signifikan terhadap kinerja pegawai pada Dinas PUP ESDM DIY, sedangkan *person organization fit* dan komitmen organisasional secara parsial sangat berpengaruh signifikan terhadap kinerja pegawai pada Dinas PUP ESDM DIY. Pengujian secara bersama-sama menunjukkan bahwa *person job fit*, *person organization fit* dan komitmen organisasional berpengaruh signifikan terhadap kinerja pegawai Dinas PUP ESDM DIY.

**Kata Kunci:** **Kinerja Pegawai, Komitmen Organisasional, *Person Job Fit* dan *Person Organization Fit*.**

## **ABSTRACT**

### ***THE INFLUENCE OF PERSON JOB FIT, PERSON ORGANIZATION FIT AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE AT THE OFFICE OF THE ESDM PUP DIY***

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*Person job fit, and organizational commitment can determine employee performance, so it is necessary to measure the level of influence generated. The research aims to determine the influence of each variable between Person job fit, person organization fit, and organizational commitment partially and collectively on employee performance.*

*This study uses a quantitative approach. The research was conducted at the Office of the PUP SDM Special Region of Yogyakarta. This research is a census research, so the sample in this study is the total sample or all members of the population, so the number of samples in this study can be determined as many as 60 respondents. Collecting data in this study is by using a questionnaire and documentation. The response rate of 53 questionnaires (88.33%) is feasible for analysis. The analysis was performed using Multiple Linear Regression tests. Partial significance t test and collectively significance F test.*

*The results showed that person job fit partially had a significant effect on employee performance at the PUP ESDM DIY Office, while person organization fit and organizational commitment partially have a significant effect on employee performance at the DIY PUP ESDM Office. Simultaneous testing shows that person job fit, person organization fit and organizational commitment have a significant effect on the performance of DIY PUP ESDM employees.*

***Keywords : Employee Performance, Organizational Commitment, Person Job Fit, and Person Organization Fit.***