

RINGKASAN

Penelitian ini merupakan penelitian survei pada Kinerja Karyawan Travel Tri Kusuma Purwokerto. Penelitian ini berjudul “Analisis Pengaruh Gaji dan Komitmen Organisasi Terhadap Kinerja Karyawan dengan Kedisiplinan dan Turnover Intention sebagai variabel mediasi (Studi Pada Karyawan Travel Tri Kusuma Purwokerto)”.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh Gaji dan Komitmen Organisasi terhadap Kinerja Karyawan dengan Kedisiplinan dan Turnover Intention sebagai variabel mediasi.

Populasi dalam penelitian ini adalah karyawan Travel Tri Kusuma Purwokerto. Jumlah responden yang diambil dalam penelitian ini adalah 70 orang. Metode yang digunakan adalah metode sampling jenuh (sensus).

Berdasarkan hasil penelitian dan analisis data dengan menggunakan *Regresi Berganda dan Regresi Sederhana serta Sobel Tes* yang menunjukkan bahwa: (1) Gaji berpengaruh positif dan signifikan terhadap kinerja karyawan Travel Tri Kusuma Purwokerto; (2) Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan Travel Tri Kusuma Purwokerto; (3) Komitmen organisasi berpengaruh positif dan signifikan terhadap kedisiplinan karyawan Travel Tri Kusuma Purwokerto; (4) Komitmen organisasi berpengaruh negatif dan signifikan terhadap turnover intention karyawan Travel Tri Kusuma Purwokerto; (5) Kedisiplinan berpengaruh positif dan signifikan terhadap kinerja karyawan Travel Tri Kusuma Purwokerto; (6) Turnover intention berpengaruh negatif dan signifikan terhadap kinerja karyawan Travel Tri Kusuma Purwokerto; (7) Kedisiplinan memediasi antara komitmen organisasi terhadap kinerja karyawan Travel Tri Kusuma Purwokerto; (8) Turnover intention memediasi antara komitmen organisasi terhadap kinerja karyawan Travel Tri Kusuma Purwokerto..

Implikasi dari penelitian ini adalah Kinerja karyawan Travel Tri Kusuma Purwokerto dapat meningkat bila dilakukan dengan cara yang tepat, seperti meningkatkan gaji. Dengan kinerja karyawan yang baik maka komitmen organisasi, dan kedisiplinan meningkat serta menurunkan turnover intention. Baik atasan dan bawahan diharapkan mampu bersama-sama menciptakan suasana kebersamaan sehingga komitmen organisasi dan kedisiplinan dapat ditingkatkan serta turnover intention dapat diturunkan. Diharapkan adanya kenaikan gaji sesuai dengan banyaknya penumpang dapat meningkatkan komitmen organisasi, dan kedisiplinan serta menurunkan turnover intention.

Kata kunci: Gaji, Komitmen Organisasi, Kinerja Karyawan, Kedisiplinan, Turnover Intention,

SUMMARY

This research is a survey on Employee Performance Tri Kusuma Travel Purwokerto. This study entitled "Analysis of Effect of Salary and Organizational Commitment on Employee Performance with discipline and Turnover Intention as mediating variables (Study on Employee Travel Tri Kusuma Purwokerto)".

This study aims to identify and analyze the influence of salary and Organizational Commitment on Employee Performance with discipline and Turnover Intention as a mediating variable.

The population in this study are employees Travel Tri Kusuma Purwokerto. The number of respondents were taken in this study is 70 people. The method used is the method of saturation sampling (census).

Based on the research and analysis of data using multiple regression and simple regression and Sobel tests show that: (1) Salaries positive and significant effect on employee performance Travel Tri Kusuma Purwokerto; (2) organizational commitment and significant positive effect on employee performance Travel Tri Kusuma Purwokerto; (3) organizational commitment and significant positive effect on employee discipline Travel Tri Kusuma Purwokerto; (4) Commitment to the organization a significant negative effect on employee turnover intention Travel Tri Kusuma Purwokerto; (5) Disciplinary positive and significant effect on employee performance Travel Tri Kusuma Purwokerto; (6) Turnover intention significant negative effect on employee performance Travel Tri Kusuma Purwokerto; (7) Disciplinary mediate between organizational commitment to employee performance Travel Tri Kusuma Purwokerto; (8) Turnover intention to mediate between organizational commitment to employee performance Travel Tri Kusuma Purwokerto.

The implication of this research is employee performance Tri Kusuma Purwokerto Travel can be increased if done the right way, like increasing salaries. With the employee's performance is good then organizational commitment, and discipline increase and decrease turnover intention. Both superiors and subordinates are expected to together create an atmosphere of togetherness that organizational commitment and discipline could be improved and turnover intention can be derived. Expected salary increases according to the number of passengers can increase organizational commitment, and discipline as well as lower turnover intention.

Keywords: Salary, Organizational Commitment, Employee Performance, Discipline, Turnover Intention.