

## ABSTRAK

Penelitian ini akan meneliti tentang hubungan antara motivasi kerja, komitmen organisasional, kepuasan kerja, *psychological capital* dan kinerja karyawan. Tujuan penelitian untuk mengetahui pengaruh motivasi kerja terhadap kinerja karyawan, pengaruh komitmen organisasional terhadap kinerja karyawan, pengaruh kepuasan kerja terhadap kinerja karyawan, komitmen organisasional yang memediasi hubungan antara motivasi kerja terhadap kinerja karyawan dan kepuasan kerja terhadap kinerja karyawan serta *psychological capital* yang memoderasi hubungan antara kepuasan kerja terhadap kinerja karyawan. Objek pada penelitian ini adalah karyawan aparatur sipil negara yang bekerja dalam instansi pemerintah bidang pendidikan pada Direktorat Sekolah Menengah Atas di Jakarta. Penelitian ini menggunakan pendekatan kuantitatif menggunakan alat ukur kuisioner, dengan total sampel sebanyak 110 responden menggunakan teknik sampel jenuh. Sebelumnya dilakukan uji validitas dan reabilitas terhadap 135 butir pernyataan. Untuk menganalisa data digunakan metode *Structural Equation Modelling* (SEM) untuk menguji kesesuaian model dalam penelitian ini dengan bantuan aplikasi *SmartPLS.3*. Hasil penelitian ini menyimpulkan bahwa motivasi kerja, organisasional komitmen dan kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan, komitmen organisasional mampu memediasi hubungan antara kepuasan kerja dengan kinerja karyawan namun tidak dapat memediasi hubungan antara motivasi kerja dengan kinerja karyawan, dan *psychological capital* dapat memoderasi hubungan antara kepuasan kerja dengan kinerja karyawan.

Kata kunci : motivasi kerja, komitmen organisasional, kepuasan kerja, kinerja karyawan dan *psychological capital*.

## ABSTRACT

This study will examine the relationship between work motivation, organizational commitment, job satisfaction, psychological capital, and employee performance. The research objective was to determine the effect of work motivation on employee performance, the effect of organizational commitment on employee performance, the effect of job satisfaction on employee performance, organizational commitment which mediates the relationship between work motivation on employee performance and job satisfaction on employee performance and psychological capital which moderates the relationship between satisfaction. work on employee performance. The object of this research is the employees of the state civil servants who work in government agencies in the education sector at the Directorate of Senior High School in Jakarta. This study uses a quantitative approach using a questionnaire measuring tool, with a total sample of 110 respondents using a saturated sample technique. Previously tested the validity and reliability of 135 statement items. To analyze the data, the Structural Equation Modeling (SEM) method was used to test the suitability of the model in this study with the help of the SmartPLS.3 application. The results of this study conclude that work motivation, organizational commitment, and job satisfaction have a significant effect on employee performance, organizational commitment can mediate the relationship between job satisfaction and employee performance but cannot mediate the relationship between work motivation and employee performance, and psychological capital can moderate the relationship between satisfaction. work with employee performance. Keywords: work motivation, organizational commitment, job satisfaction, employee performance, and psychological capital.

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