

INTISARI

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh komitmen organisasi yang terdiri dari *affective commitment*, *continuance commitment* dan *normative commitment* terhadap kinerja pegawai negeri sipil. Populasi dalam penelitian ini adalah Pegawai Negeri Sipil pada DPPKA D.I Yogyakarta dengan jumlah sampel sebanyak 37 responden. Penarikan responden menggunakan metode convenience sampling.

Berdasarkan analisis yang telah dilakukan diperoleh hasil penelitian menunjukkan bahwa komitmen organisasi secara keseluruhan dan *normative commitment* berpengaruh secara signifikan terhadap kinerja pegawai sedangkan *affective commitment* dan *continuance commitment* tidak berpengaruh signifikan terhadap kinerja pegawai.

Kata kunci : *Affective Commitment*, *Continuance Commitment*, *Normative Commitment*, Kinerja Pegawai.

ABSTRACT

This study aims to determine and analyze the factor of organization commitment which is consists of affective commitment, continuance commitment and normative commitment on civil servant performance. The population on this study were DPPA D.I.Y civil servants which amount of samples are 37 respondents. Through sampling stratified convenience sampling.

According to the analysis, the result showed that collected organization commitment and normative commitment affected significantly to civil servant performance. While affective commitment and continuance commitment didn't affect to civil servant performance.

Keyword : *Affective Commitment, Continuance Commitment, Normative Commitment, Performance.*