

**PENGARUH PEMBELAJARAN ORGANISASI TERHADAP KINERJA
PEGAWAI UPTD TERMINAL DAN PARKIR TIPE C KOTA
BUKITTINGGI : KEPUASAN KERJA DAN KOMITMEN ORGANISASI
SEBAGAI VARIABEL MEDIASI**

Abstrak

Dalam rangka meningkatkan kinerja pegawai sangat dipengaruhi oleh pembelajaran organisasi dan kepuasan kerja serta komitmen organisasi. Penelitian ini bertujuan untuk menganalisis pengaruh pembelajaran organisasi terhadap kinerja pegawai unit pelaksana teknis dinas terminal dan parkir tipe c kota bukittinggi : kepuasan kerja dan komitmen organisasi sebagai variabel mediasi. Jumlah responden dalam penelitian ini adalah 43 orang pegawai di unit pelaksana teknis dinas terminal dan parkir tipe c kota bukittinggi. Untuk pengujian hipotesis, penelitian ini menggunakan program smart-PLS 3.2.7. Hasil penelitian menemukan bahwa pembelajaran organisasi berpengaruh positif terhadap komitmen organisasi sedangkan komitmen organisasi tidak memberikan dampak terhadap kinerja pegawai. Selanjutnya kepuasan kerja yang memediasi hubungan anatar pembelajaran organisasi berpengaruh positif terhadap kinerja pegawai begitu juga dengan komitmen organisasi yang memediasi anatar pembelajaran organisasi dengan kinerja pegawai.

Key Word : Pembelajaran Organisasi, Kinerja Pegawai, Kepuasan Kerja, Komitmen Organisasi

**THE EFFECT OF ORGANIZATIONAL LEARNING ON THE
PERFORMANCE OF EMPLOYEES OF UPTD TERMINAL AND
PARKING TYPE C, BUKITTINGGI CITY: JOB SATISFACTION AND
ORGANIZATIONAL COMMITMENT AS A MEDIATION VARIABLES**

Abstract

In order to improve employee performance, it is strongly influenced by organizational learning and job satisfaction and organizational commitment fiber. This study aims to analyze the effect of organizational learning on the performance of employees of the technical implementation unit at the terminal service and parking type C city of Bukittinggi: job satisfaction and organizational commitment as mediating variables. The number of respondents in this study were 43 employees in the technical implementation unit of the terminal service and type c parking lot in the city of Bukittinggi. For hypothesis testing, this study uses the smart-PLS 3.2.7 program. The results of the study found that organizational learning has a positive effect on organizational commitment, while organizational commitment has no impact on employee performance. Furthermore, job satisfaction which mediates the relationship between organizational learning has a positive effect on employee performance as well as organizational commitment which mediates between organizational learning and employee performance.

Key Word: Organizational Learning, Employee Performance, Job Satisfaction, Organizational Commitment