**Abstrak**

Penelitian ini berjudul pengaruh iklim organisasi dan motivasi kerja terhadap kompetensi dan komitmen serta implikasinya pada kinerja anggota dewan (survei pada dprd wilayah bandung metropolitan periode 2014 - 2019 ). Dibawah bimbingan **Prof. Dr. H. M. Sidik Priadana, MS.** Selaku Ketua Tim Promotor, dan **Prof. Dr. H. Horas Julius, SE.** Selaku Ko Promotor.

Objek penelitian yaitu : iklim Organisasi, Motivasi Kerja, Kompetensi, Komitmen Serta Kinerja Anggota Dewan, Responden penelitian di batasi pada anggota DPRD yang telah bertugas minimal 3 Tahun.Teknik Sampling penelitian two stage sampling: yaitu Purposive sampling, dan *proporsional cluster random sampling.* Diharapkan dapat memberikan kontribusi terhadap pengembangan ilmu manajemen, khususnya dalam bidang manajemen sumber daya manusia, khususnya yang berhubungan dengan variabel iklim Organisasi, Motivasi Kerja, Kompetensi, Komitmen Serta Kinerja Anggota Dewan.

Hasil penelitian Struktur 1 menunjukan bahwa total pengaruh iklim organisasi terhadap kompetensi sebesar 34,44% sedangkan pengaruh Motivasi terhadap Kompetensi Anggota adalah sebesar 39,01% dan total pengaruh secara simultan terhadap kompetensi sebesar 71,45%. Hasil penelitian Struktur 2 menunjukan bahwa total pengaruh iklim organisasi terhadap komitmen sebesar 30,44% sedangkan pengaruh Motivasi terhadap komitmen adalah sebesar 38,71% dan total pengaruh secara simultan terhadap komitmen adalah sebesar 69,16%. Hasil penelitian Struktur 3 menunjukan bahwa total pengaruh kompetensi terhadap kinerja anggota dewan sebesar 47,39% sedangkan pengaruh komitmen terhadap kinerja anggota dewan adalah sebesar 32,44% dan total pengaruh secara simultan terhadap kinerja anggota dewan sebesar 79,83%, Model penelitian ini memilikii kemampuan prediksi yang tinggi atas perilaku variabel terikat sebagaimana ditunjukan oleh tingginya koefisien determinasi model yang mendekati atau melebihi 50% Dengan demikian dapat disimpulkan bahwa model yang disusun telah memenuhi kriteria kelayakan model (*the goodness of an econometric)* yang dilandasi perspektif teori yang kuat, sehingga dapat memberikan sumbangan terhadap pengembangan ilmu dan bagi kebijakan atau pemecahan masalah.

Keyword : iklim organisasi, motivasi kerja, kompetensi, komitmen dan kinerja

***Abstract***

*This research is entitled the effect of organizational climate and work motivation on competence and commitment and its implications for the performance of board members (a survey of the Bandung Metropolitan Regional Representative Council for the period 2014 - 2019). Under the guidance of Prof. Dr. H. M. Sidik Priadana, MS. As the Head of the Promoter Team, and Prof. Dr. H. Horas Julius, SE. As Co Promoter.*

*The research objects are: Organizational climate, Work Motivation, Competence, Commitment and Performance of Council Members. Research respondents are limited to DPRD members who have served at least 3 years. The sampling technique is two-stage sampling: purposive sampling, and proportional cluster random sampling. It is hoped that it can contribute to the development of management science, especially in the field of human resource management, especially those related to organizational climate variables, work motivation, competence, commitment and performance of board members.*

*The result of Structure 1 research shows that the total influence of organizational climate on competence is 34.44%, while the influence of motivation on member competence is 39.01% and the total influence simultaneously on competence is 71.45%. The results of Structure 2 research show that the total influence of organizational climate on commitment is 30.44%, while the effect of motivation on commitment is 38.71% and the total simultaneous effect on commitment is 69.16%. The results of Structure 3 research show that the total influence of competence on the performance of board members is 47.39% while the effect of commitment to the performance of board members is 32.44% and the total influence simultaneously on the performance of board members is 79.83%. This research model has high predictive ability on the behavior of the dependent variable as shown by the high coefficient of model determination that approaches or exceeds 50%. Thus, it can be concluded that the model developed has met the model's eligibility criteria (the goodness of an econometric) which is based on a strong theoretical perspective, so that it can contribute to the development of science and to policy or problem solving.*

*Keywords : organizational climate, work motivation, competence, commitment*

*and performance*