

ABSTRAK

Penelitian ini bertujuan untuk mengetahui kondisi iklim organisasi, motivasi, dan komitmen pegawai serta menganalisis pengaruh iklim organisasi dan motivasi terhadap komitmen pegawai di KONI Jawa Barat. Penelitian dilatarbelakangi oleh rendahnya komitmen pegawai yang ditunjukkan oleh berbagai permasalahan yang berpotensi menghambat pencapaian tujuan organisasi. Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan deskriptif dan verifikatif. Populasi penelitian berjumlah 110 pegawai dengan sampel sebanyak 53 responden yang ditentukan menggunakan teknik probability sampling melalui *cluster samplin*. Pengumpulan data dilakukan melalui kuesioner dan dianalisis menggunakan metode *Structural Equation Modeling-Partial Least Squares* (SEM-PLS) dengan menggunakan *Smart-PLS 4*. Hasil penelitian menunjukkan bahwa iklim organisasi, motivasi, dan komitmen pegawai berada pada kategori kurang baik dengan skor rata-rata iklim organisasi sebesar 2,87, motivasi sebesar 2,84 dan, komitmen sebesar 2,75. Atau seluruh variable masuk kedalam kategori kurang baik. Hasil pengujian hipotesis menunjukkan bahwa iklim organisasi berpengaruh positif dan signifikan terhadap komitmen pegawai, motivasi berpengaruh positif dan signifikan terhadap komitmen pegawai. Serta iklim organisasi dan motivasi secara simultan berpengaruh positif dan signifikan terhadap komitmen pegawai di KONI Jawa Barat. Dengan demikian, peningkatan iklim organisasi yang kondusif dan motivasi kerja yang tinggi dapat meningkatkan komitmen pegawai terhadap organisasi.

Kata Kunci: Iklim Organisasi, Motivasi, Komitmen, Organisasi

ABSTRACT

This study aims to examine the conditions of organizational climate, motivation, and employee commitment, as well as to analyze the influence of organizational climate and motivation on employee commitment at the West Java National Sports Committee (KONI West Java). The study was motivated by the low level of employee commitment, as indicated by various issues that potentially hinder the achievement of organizational goals. This research employed a quantitative method with descriptive and verificative approaches. The population consisted of 110 employees, with a sample of 53 respondents selected using probability sampling through a cluster sampling technique. Data were collected through questionnaires and analyzed using the Structural Equation Modeling–Partial Least Squares (SEM-PLS) method with SmartPLS 4 software. The results indicate that organizational climate, motivation, and employee commitment are categorized as unfavorable, with average scores of 2.87, 2.84, and 2.75, respectively. Thus, all variables fall within the unfavorable category. Hypothesis testing results reveal that organizational climate has a positive and significant effect on employee commitment, motivation has a positive and significant effect on employee commitment, and organizational climate and motivation simultaneously have a positive and significant effect on employee commitment at KONI West Java. Therefore, improving a conducive organizational climate and enhancing work motivation can increase employee commitment to the organization.

Keywords: *Organizational Climate, Motivation, Employee Commitment, Organization.*