

THE EFFECT OF POWER, LEARNING AND DECISION MAKING ON ORGANIZATION COMMITTEE OF THE ESELON IV CIVIL SERVICE AGENCY

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ABSTRACT

The organization will produce good performance if all employees show a high commitment in carrying out their duties. The purpose of this study was to examine the effect of power, learning and decision making on the organizational commitment of echelon IV officials of the Civil Service Agency. This research. using a quantitative approach, a survey-causal method, which is a study that will examine the direct and indirect effects by using a path analysis model Structural Equation Model application that is used to test the model and hypothesis to estimate it using Lisrel. The results of this study indicate there is a direct influence of power on organizational commitment of echelon IV officials of the Civil Service Agency which is 5.76%, there is a direct effect of learning on organizational commitment of echelon IV officials of the Civil Service Agency which is 6.90%, there is a direct influence on decision making on organizational commitment of echelon IV officials of the Civil Service Agency with a value of 11.35%, there is an indirect influence of power on the commitment of echelon IV officials Civil Service Agency official organizations through learning that is worth 10.87%, there is an indirect effect of power on organizational commitment of echelon IV officials through decision making which is worth 17.34% . The influence of power, learning and joint decision making variables on the organizational commitment of echelon I officials Civil Service Agency officials resulted in a coefficient of determination = 0.438, this shows that the contribution of power, learning and decision making to the commitment of echelon IV officials is 43.8% and there are still 56,22% is influenced by other variables not included in

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the path path analysis model.

Keywords: *Power, Learning, Decision Making, Organizational Commitment*

