

ABSTRACT

Fadhira Meirini Putri (2017021018)

IMPACT OF ORGANIZATIONAL COMMITMENT AND WORKING ON EMPLOYEE PERFORMANCE PD SHANKAR PM

The research background is that the implementation of the Work From Home system during the Covid-19 pandemic has caused the performance of PD SHANKAR PM employees to decline. So, this study was conducted with the aim of knowing whether there was a significant influence between work engagement and organizational commitment on employee performance at PD SHANKAR PM, Jakarta. The approach used in this research is a quantitative approach with this type of research, namely explanatory research. The method used in this research is a survey with a research instrument in the form of a questionnaire distributed to 50 permanent employees of PD SHANKAR PM. The data analysis technique used in this study is multiple linear regression analysis. The results obtained through the F test show that the independent variables (work engagement and organizational commitment) have an influence on the dependent variable (employee performance). Meanwhile, the results obtained through the T test show that work engagement has a significant effect on employee performance, and organizational commitment has no effect but has a positive impact on improving performance and work discipline to always be responsible for their work. So, it can be concluded that PD SHANKAR PM employees have a higher sense of work attachment to their work so that the performance given to the company is getting better, compared to the organizational commitment given

Keywords: Work Engagement, Organizational Commitment, Employee Performance