

## ABSTRACT

Zela Prabawaning Tyas., 2014. Title: "The Influence of Organizational Commitment on Employee Performance (Study on PT. BRI (Persero). Tbk Branch Sumenep)

Supervisor : Dr. Hj. Ilfi Nurdina, M.Si

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Human resources are the prime movers in the achievement of organizational goals. Organizational goals can be achieved with high performance which is owned by the employee. In addition, the performance is one tool in assessing the success or failure of employees and the organization. This research focuses on organizational commitment as factors that affect the performance. If a worker has the appropriate organizational commitment to the job, then the resulting performance will increase. The purpose of this study was to determine the positive influence of organizational commitment on employee performance either partially or simultaneously.

The location of this research is Bank Rakyat Indonesia Branch Office Sumenep. The sampling technique using saturated sample or census, is using all populations sampled. The population is 57 people. Source of data used is primary data and secondary data. Data collection techniques using methods of observation and questionnaires were distributed directly to employees in branch offices of Bank Rakyat Indonesia Sumenep. Analysis using the validity test, reliability test, the classic assumption test include: heteroscedasticity test, normality test, non-multicollinearity multiple regression analysis, t test, f test, and the coefficient of determination.

The results of multiple linear regression equation was obtained :  $Y = 1.911 + 0.223 X_1 + 0,854 X_2 + 1.117 X_3 + e$ . This result proves that affective commitment, continuance commitment, and normative commitment has a positive influence on employee performance, among these variables is the most dominant normative commitment. F test results prove that affective commitment, continuance commitment and normative commitment simultaneous positive effect on employee performance because the calculated f value is greater than the value of F table. The results of the coefficient of determination (R<sup>2</sup>) proves that affective commitment, normative commitment, and continuance commitment has a positive influence on employee performance 0.811 or 81.1%, and the rest, 18.9% are influenced by variables that are not used in this study.