

ABSTRACT

KEVIN ERIC

000 000 17188

THE EFFECT OF EMPLOYEES COMMITMENT ON ORGANIZATIONAL PERFORMANCE AT TOKO BINA MAKMUR

(xv + 80 pages; 12 figures; 21 tables; 5 appendixes)

Toko Bina Makmur is a distribution company that selling power transmission belts, conveyor belts, pulleys, couplings, battery Bosch, Yokohama and automotive spare-parts. Based on the observation and interview result with the owner of Toko Bina Makmur, the last 5 years performance from 2016-2020 tends to decline. The objectives of this research are (1) to describe the commitment of employees; (2) to assess the organizational performance; (3) investigate the effect of employee commitment on organizational performance at Toko Bina Makmur, Medan.

Organizational performance means the transformation of inputs into outputs for achieving certain outcomes. Employee commitment can be enhanced through their involvement in assessment construction and providing them with the chance for better insight on the whole procedure of the organization performance measurement.

This research was conducted by using quantitative method. The data analysis methods are descriptive statistic, validity test, reliability test, normality test, determination test, linearity test, heteroscedasticity test, analysis of linear regression equation, and T-test. All the population is used as the number of research sample, which is as many as 36 people by using census sampling.

Based on the result of hypothesis test by using T-Test, employee commitment has significant influence on organizational performance at Toko Bina Makmur. Based on determination test, it shows that employee commitment is not the major factor that influence the organizational performance at Toko Bina Makmur.

The company is suggested to pay more attention about normative commitment. The company is also needed to maintain its financial institutions and shareholders, especially in deciding whether to lend to the firm or invest in its shares.

Keywords: Employee Commitment, Organizational Performance, Toko Bina Makmur Medan

Reference: 16 (2016-2021)

ABSTRAK

KEVIN ERIC

000 000 17188

PENGARUH KOMITMEN KARYAWAN TERHADAP KINERJA ORGANISASI PADA TOKO BINA MAKMUR

(xv + 80 halaman; 12 gambar; 21 tabel; 5 lampiran)

Toko Bina Makmur adalah perusahaan yang menjual transmission belts, conveyor belts, pulleys, couplings, battery Bosch, yokohama dan automotive spare-parts. Berdasarkan hasil observasi dan wawancara terhadap pemilik perusahaan, diketahui bahwa kinerja selama 5 tahun terakhir dari 2016-2020 cenderung menurun. Tujuan dari penelitian ini adalah: (1) untuk menjelaskan komitmen karyawan; (2) untuk menjelaskan kinerja organisasi; (3) mengetahui pengaruh komitmen karyawan terhadap kinerja organisasi pada Toko Bina Makmur Medan.

Kinerja organisasi merupakan transformasi dari input dan output demi mencapai hasil tertentu. Komitmen karyawan dapat dicapai melalui kesungguhan karyawan dan menyediakan kesempatan yang lebih banyak melalui pengukuran kinerja organisasi.

Penelitian dilakukan menggunakan metode kuantitatif. Metode analisis data yang digunakan adalah statistik deskriptif, uji validitas, uji reliabilitas, uji normalitas, uji determinasi, uji linearitas, uji heteroskedastisitas, persamaan analisis regresi linear, dan uji t. Seluruh populasi digunakan sebagai sampel penelitian, yaitu sebanyak 36 orang menggunakan sensus sampling.

Berdasarkan hasil uji hipotesis pada uji t, komitmen karyawan memberikan pengaruh yang signifikan terhadap kinerja organisasi. Berdasarkan uji determinasi, komitmen karyawan bukanlah faktor utama yang mempengaruhi kinerja organisasi pada Toko Bina Makmur.

Perusahaan disarankan untuk memberi perhatian lebih terhadap komitmen normatif. Perusahaan juga perlu memelihara institusi keuangan dan pemegang saham perusahaan, terutama dalam hal menentukan jika perusahaan akan dimembagikan jumlah sahamnya.

Kata Kunci: Komitmen Karyawan, Kinerja Organisasi, Toko Bina Makmur Medan

Referensi: 16 (2016-2021)