

## ABSTRAK

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Pengaruh *e-learning* terhadap *Employee Commitment* yang berdampak pada *Sustained Productivity*. Penelitian bertujuan untuk melihat pengaruh atau hubungan sistem *E-learning* dengan variabel didalamnya (*learner's satisfaction*, *24/7 access to training materials*, *Personalized Learning*, *Efficiency*) dengan komitmen karyawan (*Employee Commitment*) sekaligus mengidentifikasi dampak *Employee Commitment* melalui tiga dimensi (*affective commitment*, *continuance commitment* dan *normative commitment*) terhadap produktivitas berkelanjutan (*Sustained Productivity*). Penelitian ini menggunakan metode penelitian verifikatif pada populasi dengan jumlah subyek penelitian sebanyak 58 karyawan talent yang merupakan jumlah populasi pada kelompok karyawan talent di PT. XYZ. Analisis data dalam penelitian ini menggunakan variance atau component based SEM (VB-SEM) yang metode alternatifnya adalah Partial Least Squares (PLS-SEM). Alasan penggunaan metode ini adalah untuk menguji hubungan antar variabel yang digunakan dalam penelitian ini dengan menggunakan Smart PLS 3.0.

Hasil penelitian menunjukkan bahwa *Learner's Satisfaction*, *24/7 Access to Training Materials*, dan *Efficiency* diterima oleh Karyawan talent di PT.XYZ dapat mempengaruhi komitmen kerja mereka yang kemudian berdampak pada terjadinya *Sustained Productivity*. Hanya variabel *Personalized Learnings* saja yang tidak berpengaruh terhadap *Employee Commitment*. Rekomendasi lanjutan adalah dilakukan penelitian lebih lanjut dengan populasi lebih besar agar dapat di buat kesimpulan secara umum.

*Keyword* : *E-learning*; *Commitment*; *Employee Commitment*; *Sustained Productivity*

## ABSTRACT

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*The effect of e-learning on Employee Commitment that has an impact on Sustained Productivity. The research aims to find the relationship between E-learning system with the variables in it (Learner Satisfaction, 24/7 access to training materials, Personalized Learning, Efficiency) with Employee Commitment; and to identify the impact of Employee Commitment on Sustained Productivity, through the three commitment dimensions (affective, continuance, and normative). This study uses a verification research method in the population with a total of 58 research talent subjects, which is the population of the talent group of employees at PT. XYZ. Data analysis in this study uses variance or component based SEM (VB-SEM) with Partial Least Squares (PLS-SEM) as an alternative method. The reason for using this method is to test and analyzed the relationship among variables used in this study by using Smart PLS 3.0.*

*In addition, the results of the research showed that the three variables of e-learning (learner's satisfaction, 24/7 access to training materials, and Efficiency) are significantly influencing employee's commitment, thus impacting Sustained Productivity. Only Personalized Learning variable that are not accepted to affect the Employee Commitment. Further research with a large population to make a more general conclusions are recommended.*

*Keyword: E-learning; Commitment; Employee Commitment; Sustained Productivity.*