

ABSTRACT

This study investigates the influence of work motivation and organizational commitment on employee performance at PT X, an Indonesian Information and Communication Technology (ICT) company. Work motivation, encompassing both intrinsic and extrinsic aspects, and organizational commitment, comprising affective, continuance, and normative dimensions, are considered crucial for enhancing employee productivity and achieving organizational goals. Employing a quantitative approach, the research utilizes Structural Equation Modeling Partial Least Squares (SEM-PLS) with a sample of 80 permanent employees of PT X.

The findings indicate a significant positive effect of work motivation on employee performance, where motivated employees demonstrate higher quality, quantity, efficiency, and skill utilization in their tasks. Similarly, organizational commitment is found to significantly and positively influence employee performance, fostering responsibility, adherence to policies, initiative, self-development, and creativity.

These results underscore the importance of human resource management strategies focused on nurturing motivation and strengthening organizational commitment to optimize employee performance. Recommendations for PT X include developing robust reward systems, continuous training programs, fostering open communication, and creating a supportive work environment to enhance employee well-being and overall productivity

Keywords: *work motivation, organizational commitment, employee performance*