

ABSTRACT

The success company achieved is inseparable from performing of employees. Employee's performance is the results achieved overall employee during a certain period in the task. Employee performance itself heavily influenced by many factors, one of which is organizational commitment. Organizational commitment is the attitude of the employees to remain in the organization and engage in efforts to achieve the mission, values, and goals of the organization. The three dimensions of organizational commitment is affective commitment, continuous commitment, and normative commitment. This study aims to analyze the effect of organizational commitment to employee performance.

The population of this research is all employees of PT Perkebunan Nusantara IX (Persero) Semarang. The sampling technique used was simple random sampling technique, a sample of 61 people. Primary data collection was conducted by questionnaire, while secondary data collection conducted by the literature method and other sources. Regression analysis is used to test the effect of organizational commitment to employee performance, with the following formula:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

The result showed that three dimensions of organizational commitment, namely affective commitment, continuous commitment, and normative commitment has positive and significant impact on employee performance.

Key words: organizational commitment, affective commitment, continuous commitment, normative commitment, employee performance