

ABSTRACT

Organizational commitment and leadership are important factors on affecting employee performance, since the decrease of employee performance often connected with low commitment and leadership role in stimulate employee performance. This research aims to analyze the influence of organizational commitment and leadership on Telkom employees work performance in Semarang. The population of this research are all the employees of Telkom and the sample are 77 employees that become respondent.

The question that used for this research has been tested in reliability and validity with reliability and validity tested, and the instruments are reliable and valid as a measuring instrument. This research belongs to quantitative using regression analysis to see the aim of connection.

The result of the analysis are both organizational commitment and leadership have positive influence on employees performance. However, two independenr variables only explain 33% of employees performance. It means that there is 67% external variable on organizational commitment and leadership that explain employees performance.

Keywords : employee performance, organizational commitment, leadership