

ABSTRACT

This study aims to determine the effect of participation in goal setting, commitment to goals and task complexity on managerial performance. This study uses the theory of goal setting.

The aim of this research is to analyze the effect of goal setting participation, goal commitment dan task complexity on managerial performance. This study uses goal setting theory.

The object in this research is Semarang city BPR manager. The sample in this research is 53 BPR. The writer use descriptive statistic, hypothesis test with regression analysis to analyze the data.

The results of this study state that there is an influence of goal setting participation, goal commitment and task complexity on managerial performance. The results of the regression analysis showed that participation in goal setting and commitment to goals had a positive and significant effect on managerial performance. While the complexity of the task has a significant negative effect on managerial performance.

Keyword : goal setting theory, goal setting participation, goal commitment, task complexity, managerial performance.