



THE EFFECT OF ORGANIZATIONAL COMMITMENTS ON EMPLOYEE PERFORMANCE IN PT. STATE GAS COMPANY (PERSERO) NORTH SUMATERA REGION

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ABSTRACT

The purpose of this study is to determine whether there is an influence between the commitment partially to the performance of employees at PT. The National Gas Company (Persero) of the North Sumatra Region. The approach taken in this study is an associative approach. The population in this study were all permanent employees at PT. The National Gas Company (Persero) of the North Sumatra Region. While the samples that met the criteria of this study were 48 people from all divisions.

The independent variable used in this study consisted of affective commitment, continuous commitment and normative commitment, while the devendent variable was employee performance. The data analysis technique used is multiple regression, classic assumption test, t test, f test, coefficient of determination and if using SPSS (Statistical package for the Social Sciens).

The results of the research obtained indicate that affective commitment has no significant effect on employee performance. This can be seen from $t_{hitung} < t_{table}$ which is $0.640 < 2.011$, and t_{count} is in the area of H_0 acceptance so H_0 is accepted (H_a is rejected). Continuous Commitment shows that there is a significant effect on employee performance can be seen from $t_{hitung} > t_{table}$ namely $4.772 > 2.011$, and t_{hitung} is in the rejection area H_0 so H_0 is rejected (H_a accepted). Normative commitment has no significant effect on employee performance. This can be seen from $t_{hitung} < t_{table}$ that is $0.741 < 2.011$, and t_{count} is in the area of acceptance of H_0 so that H_0 is accepted (H_a is rejected)

Keywords: Organizational Commitment, Employee Performance