

ABSTRACT

This study aims to examine and analyze the influence of the implementation of Good Corporate Governance, motivation and organizational commitment to employee performance in PGN LNG. The type of research approach used quantitatively. The sampling technique is sampling saturated with a sample of 54 respondents. Data collection techniques through questionnaires. The analytical method used multiple regression and pearson correlation product moment. The results showed that: the influence of the implementation of Good Corporate Governance, motivation and organizational commitment simultaneously significant effect on employee performance in PGN LNG. Good corporate governance has a significant positive effect on employee performance in PGN LNG. Motivation of work has a significant positive effect on employee performance. Organizational commitment has a significant positive effect on employee performance in PGN LNG. Good corporate governance is the most influential variable to employee performance in PGN LNG. Research suggestions that the boss must always keep monitoring employees in the work so that the quality of employee performance is more productive in running the company's activities.

Keywords : Good Corporate Governance, Work Motivation, Organizational Commitment, Organizational.



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ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis pengaruh penerapan *Good Corporate Governance*, motivasi dan komitmen organisasi terhadap kinerja karyawan di PGN LNG. Jenis pendekatan penelitian yang digunakan kuantitatif. Teknik samplingnya adalah sampling jenuh dengan sampel sebanyak 54 responden. Teknik pengumpulan data melalui kuesioner. Metode analisis yang digunakan multiple regresi dan *pearson correlation product moment*. Hasil penelitian menunjukkan bahwa: pengaruh penerapan *Good Corporate Governance*, motivasi dan komitmen organisasi secara simultan berpengaruh signifikan terhadap kinerja karyawan di PGN LNG. *Good corporate governance* berpengaruh signifikan positif terhadap kinerja karyawan di PGN LNG. Motivasi kerja berpengaruh signifikan positif terhadap kinerja karyawan. Komitmen organisasi berpengaruh signifikan positif terhadap kinerja karyawan di PGN LNG. *Good corporate governance* merupakan variabel yang paling besar pengaruhnya terhadap kinerja karyawan di PGN LNG. Saran penelitian yakni Atasan harus tetap selalu melakukan *monitoring* karyawan dalam bekerja agar kualitas kinerja karyawan semakin produktif dalam menjalankan aktifitas perusahaan.

Kata Kunci : Tata Kelola Perusahaan, Motivasi Kerja, Komitmen Organisasi, Kinerja Karyawan, Organisasi.



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