

ABSTRACT

Research on the influence of Affective Commitment, Continuance Commitment and Normative Commitment to employee performance. The object of this research is the employees of Directorate of Operations of PT. Head Office of Bank Bukopin, Tbk. This research was conducted quantitatively by multiple linear regression analysis method. Sampling was done by survey using questionnaire. Population in this research is employees at Directorate of Operation PT. Bank Bukopin Head Office, Tbk with a total sample of 260 respondents. The results showed that Affective Commitment, Continuance Commitment and Normative Commitment together (simultaneously) have a significant effect on Employee Performance. Partially Affective Commitment and Normative Commitment have a significant effect on Employee Performance while Continuance Commitment has no effect on Employee Performance.

Keyword : Affective Commitment, Continuance Commitment, Normative Commitment, employee performance.



ABSTRAK

Penelitian tentang pengaruh Komitmen Afektif, Komitmen Berkelanjutan dan Komitmen Normatif terhadap Kinerja Karyawan. Objek penelitian ini adalah karyawan Direktorat Operasi PT. Kantor Pusat Bank Bukopin, Tbk. Penelitian ini dilakukan secara kuantitatif dengan metode analisis regresi linier berganda. Pengambilan sampel dilakukan dengan survei menggunakan kuesioner. Populasi dalam penelitian ini adalah karyawan di Direktorat Operasi PT. Kantor Pusat Bank Bukopin, Tbk dengan jumlah sampel sebanyak 260 responden. Hasil penelitian menunjukkan bahwa Komitmen Afektif, Komitmen Berkelanjutan dan Komitmen Normatif secara bersama-sama (simultan) berpengaruh signifikan terhadap Kinerja Karyawan. Secara parsial Komitmen Afektif dan Komitmen Normatif berpengaruh signifikan terhadap Kinerja Karyawan sedangkan Komitmen Berkelanjutan tidak berpengaruh terhadap Kinerja Karyawan.

Kata Kunci : Komitmen Afektif, Komitmen Berkelanjutan, Komitmen Normatif dan Kinerja Karyawan

